

BUILD  
BETTER



SUSTAINABILITY  
REPORT 2023

# TABLE OF CONTENTS

<b>ABOUT SAVETO</b>	<b>5</b>	<b>SUSTAINABILITY AT SAVETO</b>	<b>14</b>	<b>SOCIAL IMPACT</b>	<b>31</b>	<b>GOVERNANCE</b>	<b>46</b>
Our Story	6	Our Sustainability Framework	15	Human Capital	32	Taxation and Zakat	47
Leading the Region	7	Our Strategic Approach	16	Diversity, Equity and Inclusion	33	Corporate Structure	48
Our Vision	8			Women Empowerment	34	Code of Conduct	49
Our Corporate Culture	9	<b>STAKEHOLDER ENGAGEMENT</b>	<b>17</b>	Employee Benefits and Wellbeing	35	Supporting Policies	50
Our Mission	10	Stakeholder Engagement Overview	18	Career Development and Training	36	Information Security and Data Privacy	51
Our Purpose		Materiality Assessment	19	Employee Engagement and Transparent Communication	37	Business Information Modeling (BIM)	52
Our Values		Material Topics		Quality, Health, Safety and Environment (QHSE)	38	Sustainable Procurement	53
Our Products	11	Relevant GRI Topics		QHSE Policy and Procedures	39	Sales and Stakeholder Feedback	54
Spaces We Build		Our Link to the SDGs	20	Employee Health and Safety Initiatives	40	Customer Complaints	55
Our Facts & Figures	12	<b>GREEN PRACTICES</b>	<b>21</b>	Feedback and Risk Management	41	Saveto's Path to Amplified Digital Impact	56
Our Presence		Minimizing our Carbon Footprint for a Sustainable Future	22	Community Development	42		
Certifications and Achievements	13	Human Field	23	Career Fairs and Local Hiring	43	<b>GRI INDEX</b>	<b>57</b>
Memberships and Associations		Operational Field	24	Collaboration with Tarmeem	44	GRI Context Index	58
Charity and NGOs		Natural Resources Field	25	University Internship Programs	45		
		Products and Services Field	26	Training and Capacity Building			





# BUILDING A BETTER TOMORROW

# CEO'S MESSAGE

Dear Colleagues; Partners,

Today, we embark on the initiation of our Environmental, Social, and Governance process, marking a significant moment for our company's commitment to sustainable practices, our first ESG Report provides insights into the structure and practices that guide our decision-making processes.

It is my pleasure to present our ESG Report, a solid foundation for accountability, which will continually evolve as we set and achieve ambitious targets. Saveto takes pride in this progressive step and warmly invites all colleagues to join us on this transformative journey.

We aim to embed sustainability in every aspect, including our operations, supply chain, product design, and employee well-being. Our efforts to reduce our carbon footprint, optimize resource allocation, and minimize waste reflects our dedication to environmental responsibility. At the very essence of our commitment is the implementation of green energy within our operations.

For example, 80% of power consumption from our Rabigh plant will be derived from solar energy. Additionally, we provide transparent information about the environmental impacts of our products, through the achievement of environmental product declarations.

Furthermore, our commitment to social responsibility extends to prioritizing equity, inclusion, and women's empowerment among our employees, as well as providing support to local communities. For example, Saveto offers training for Tarmeem Charity volunteers through the Abdulmonem AlRashed Humanitarian Foundation. Additionally, we uphold ethical labor practices throughout our supply chain, maintaining a culture of transparency. This dedication enables us to build trust and resilience in response to global challenges.

As I reflect on the achievements showcased in this report, I recognize that the journey towards sustainability is ongoing.

Saveto aspires to set even more ambitious targets, fostering innovation, and embracing the emerging best sustainable practices.

Finally, I extend my gratitude to our colleagues and partners for their unwavering support, and I encourage you to explore the detailed insights provided in this report.

Together, we can continue to build a more sustainable and prosperous future for all, as we are driven by our passion and commitment towards better living for the next generation.

**AMMAR HADDAD**  
CEO





# ABOUT SAVETO



AN ONGOING JOURNEY  
TOWARDS A BETTER  
BUILT FUTURE

# OUR STORY

Where we are today is part of a journey spanning decades.



That journey began with a vision and commitment to build better. Marking the first step, **Saudi Vetonit** began operating in 1981 through a joint venture with a Finnish company. **5 years** after that, a partnership program with a German company helped establish **Insuwrap**, a renowned waterproofing membrane manufacturer.



The breakthrough came in **1991** when **RAR Group** fully acquired Saudi Vetonit and founded **Saveto Group**, the exclusive owner of the Vetonit brand in the **MENA region**.



In the following years, Saveto Group expanded to encompass plants, factories, and subsidiaries in **Egypt, Qatar, Kuwait, Oman, The UAE & Jordan**. In addition to inaugurating a state-of-the-art R&D centre in Riyadh and an advanced plant in Rabigh.

Since then, significant investments have been made in research and development, branding, value chain control, sustainability, innovation, quality, and most importantly, customer satisfaction. As of now, these commitments continue to drive our **dedication to excellence** and our ambition to strengthen.



# LEADING THE REGION

AlRashed construction material business is led by Saveto Group, the largest manufacturing conglomerate in the Mena region, present in 11 countries, with 50 production lines and 55 logistical hubs. **Founded in 1981**, Saveto harnesses the power of technology and innovation to design, manufacture, and distribute homegrown and sustainable products and solutions developed in the **most advanced R&D** laboratories and production facilities.

Our presence is powered by unparalleled infrastructure and unmatched logistical reach, backed by over four decades of experience and technical support, playing an integral role within many sectors part of our everyday life.

At Saveto, we uphold our legacy of excellence and remain committed to **leading with impact** through enhancing our relationship with our partners, society, and the world.

**“ Our ambition has always been to build better sustainable spaces where people can work, live, and celebrate. ”**



# OUR VISION

Our actions are guided by our values and are aligned with our ambitious goals. We work to ensure that our impact contributes to the internationally recognized principles of improving quality of life, equality and inclusion, innovation, sustainability, and security while feeding into robust economic growth.

**“ To be the mark of excellence in the MENA region by relentlessly providing the best-in-class products for the foundation of a better world. ”**

We partner with stakeholders who drive forward our vision in all countries we operate in, aligned with the axes in our multi-dimensional strategy address underdeveloped issues and encourage advancement.





# OUR CORPORATE CULTURE

“ Buildings hold an emotional core. They are structures where the human experience is born... where our moments are made, shared, and remembered. ”

Since the beginning of time, humans have carved out sanctuaries in stone, building foundations essential to our well-being.

At Saveto, we aspire to build better. To elevate the spaces in which people live, work, and celebrate.

To create safe spaces, where moments of love, laughter, and joy reverberate and create. Spaces where Creating memories today, and in a better tomorrow.

**That is our why.**

The reason we construct towards a better, more sustainable future for all.

And we know, that to succeed, true strength comes from the **relentless drive to evolve** and progress towards that very vision.

To do so, we must unite as a family, becoming the engine that innovatively keeps going.

We remain unrelenting in the face of obstacles, striving to achieve real, positive, and impactful change through our work in the world.



# OUR MISSION

Harness the power of technology and innovation to build a better tomorrow for our people, partners, and the world.


# OUR PURPOSE

The relentless purpose of a better-built world.

# OUR VALUES

 **RELENTLESSNESS**  
Working with an inventive spirit towards a better-built tomorrow.

 **EXCELLENCE**  
Integrating precision into everything we do.

 **MULTINATIONAL TRIBE**  
Building lasting, meaningful relationships.

 **SUSTAINABILITY**  
Creating sustainable products and solutions for a greener tomorrow.





# OUR PRODUCTS

Saveto offers numerous solutions for multiple applications, specialized for the regional landscape to help build better.



Concrete Repair



Bonding agents and primers



Walls and Facades



Accessories and Ancillaries



Flooring



Tiling



Surface treatment and Finishes



Sealants and Joints



Plasters and Masonry



Thermal Insulation



Waterproofing



High precision grout



Protective Coatings

# SPACES WE BUILD



Residential



Commercial



Industrial



Educational



Cultural



Mixed-use Highrise



Healthcare



Infrastructure



Utilities



Sports Complex





Energy

# OUR FACTS & FIGURES

 **400+**  
products

 **8500+**  
**TONS**  
of products  
shipped  
every day

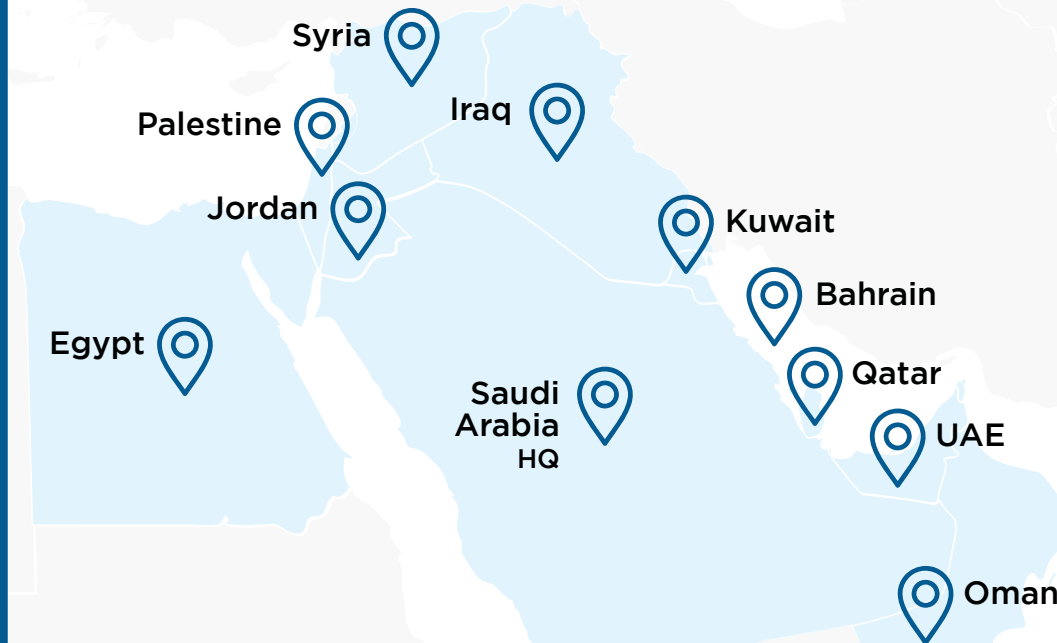
 **3 MILLION**  
**TONS**  
product turnover  
every year

 **7000+**  
customers  
across the region

 **6500+**  
on-going  
projects

 **3500+**  
employees


# OUR PRESENCE



 **5 R&D**  
**CENTRES**  
across the region

 **3 TESTING**  
**CENTRES**  
across the region

 **3 ISO**  
**CERTIFICATES**  
ISO 9001, 45001,  
14001

 **200+**  
plants, offices and  
distribution facilities  
across the region


 **50**  
production lines


 **55**  
logistical hubs


 **20**  
factories





# CERTIFICATIONS AND ACHIEVEMENTS


- 

**ISO 9001:2015**  
Quality Management System
- 

**ISO 14001:2018**  
Environmental Management System
- 


**ISO 45001:2015**  
Occupational Health and Safety Management System
- 


**Saudi Standards, Metrology and Quality Organization**  
Certificate of Conformity (SASO)
- 


**Local Content and Government Procurement**  
Authority Certificate
- 


**Aramco**  
In-Kingdom Total Value Add Certificate (IKTVA)


# MEMBERSHIPS AND ASSOCIATIONS

- 

**ACI: American Concrete Institute**  
Organizational Member
- 


**ASTM: American Society for Testing Material**  
Organizational Member
- 


**ICRI: International Concrete Repair Institute**  
Supporting Member
- 

**USGBC: US Green Building Council**  
Organizational Member
- 

**Middle East Dry Mix Association**  
Organizational Member

# CHARITY AND NGOs

- 

**Tarmeem**  
An association specializing in renovating homes for families in need across the Kingdom.
- 

**Ertiqaa**  
A Non-Profit Organization concerned with the collection and refurbishment of materials for educational and social institutes.



# SUSTAINABILITY AT SAVETO



OUR RESPONSIBILITY  
TOWARDS THE PLANET  
SITS AT THE HEART OF  
OUR POLICIES



# OUR SUSTAINABILITY FRAMEWORK

2023 marked a significant moment in our ongoing journey toward sustainability and shaping the future with the launch of our inaugural sustainability report. Our ESG Report represents a milestone in Saveto’s commitment to transparency and excellence. Covering our economic, environmental, and social performance in KSA for 2023, this comprehensive report marks the start of our journey toward sustainability goals. Prepared in accordance with GRI standards, it showcases our responsibility for transparency and accountability.

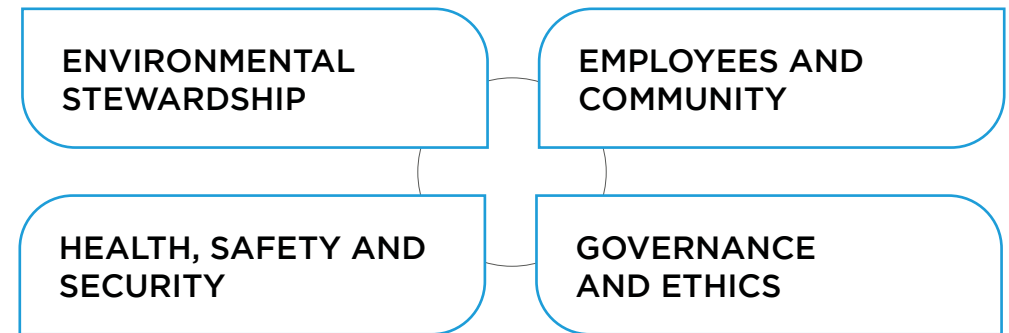
Embedded in our values, Saveto’s sustainability framework guides our journey toward sustainable development, **upholding a commitment** to practices that generate positive impacts locally and regionally, meeting the expectations of all stakeholders. Improving our performance in these areas, supporting our employees in reaching their full potential while safeguarding the environment and communities where we operate.

In response to the escalating social, economic, and environmental (ESG) challenges, Saveto recognizes the importance of continuing to integrate sustainability into our practices.

We aim to align our objectives with international frameworks, such as the **Sustainable Development Goals** (SDGs).

**“ Through stakeholder engagement, we identify and prioritize their needs and expectations, shaping our sustainability strategy to deliver value across all fronts. ”**

Our framework is built on our sustainability approach which is comprised of 4 building blocks:



# OUR STRATEGIC APPROACH

Saveto's Sustainability Strategy aligns with the ambitious aspirations outlined in Saudi Vision 2030, charting a course toward a more prosperous, diversified, and sustainable future. At the heart of this strategy lies a profound commitment to integrating sustainability principles across every aspect of our operations while prompting positive change on regional and global levels. We advance our interests while meaningfully contributing to broader international agendas that promote sustainable development and prosperity.

Sustainable Development Goals (SDGs)



**ENVIRONMENTAL STEWARDSHIP**  
 Our environmental stewardship mitigates resource consumption and **environmental impact** through solar installations, innovative energy efficiency initiatives, waste management collaborations, and future expansions in renewable energy and advanced technologies to enhance sustainability.

**HEALTH, SAFETY AND SECURITY**  
 Ensuring health, safety, and security for all stakeholders is fundamental, achieved through stringent policies, regular training, proactive risk management, rigorous inspections, audits, and continuous improvement, resulting in **zero fatalities** in 2023 and fostering a culture of collective responsibility and vigilance.

**EMPLOYEES AND COMMUNITY**  
 We prioritize employee development through comprehensive training, mentorship initiatives, and structured career pathways, collaborating with local universities to advance Saudization and **community potential**, while our community engagement initiatives in philanthropy, volunteerism, and non-profit partnerships address critical societal needs, promoting **sustainable social progress** and inclusive growth.

**GOVERNANCE AND ETHICS**  
 Governance excellence and ethical conduct are central to Saveto's sustainability strategy, with the execution of supplier social and environmental **evaluations** underway, reflecting our commitment to sustainable procurement and embedding ESG considerations into our supply chain, promoting **compliance and equity** through codes of conduct and policy frameworks, and introducing comprehensive ESG-oriented policies to elevate our position in ethical corporate governance.



## Saveto Sustainability Framework





# STAKEHOLDER ENGAGEMENT

BUILDING TRUST  
THROUGH  
TRANSPARENCY AND  
COLLABORATION



# STAKEHOLDER ENGAGEMENT OVERVIEW

Our engagement practices aim to create a shared value between our internal and external stakeholders.

The main objective is to highlight our fundamental business activities and enhance the social, environmental, and economic conditions of our communities.

**“ We engage with our stakeholders regularly and comply with their expectations by creating a two-way communication channel. ”**

We regularly assess stakeholder needs to enhance our engagement methods. This process helps us identify areas of improvement for both our company and our stakeholders while allowing us to track concerns effectively through strategic objectives and initiatives.

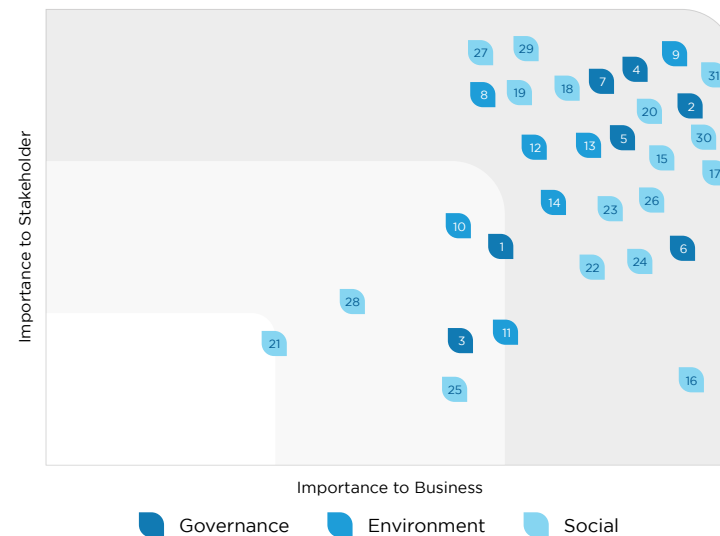
Stakeholder	Feedback Tools & Method
<b>Customers</b>	Social Media
<b>Environmental Entities</b>	Support for environmental NGOs
<b>Employees</b>	Meetings and surveys, internal communication surveys
<b>Suppliers</b>	Contracts, meetings
<b>Community</b>	Volunteering campaigns, Capacity building programs
<b>Governmental Entities</b>	Regulatory reviews

# MATERIALITY ASSESSMENT: FOCUSING ON WHAT MATTERS

Our focus is directed toward topics that are important to our stakeholders and strategically significant to our business. Prioritizing the ESG topics guides Saveto’s strategic approach and improves our understanding of our **stakeholders’ needs**.

Material topics represent critical aspects of the business, reflecting the most important ESG impacts of our company and those that influence the assessments and decisions of internal and external stakeholders. We conducted a **comprehensive assessment** of our material topics to gain insight into the present and future concerns that hold importance to our stakeholders and will significantly impact our business.

The assessment completed resulted in **31 material topics** which are seen in the materiality matrix, highlighting the importance to both the shareholders as well as the business.



## MATERIAL TOPICS

- 1 Economic Performance
- 2 Market Presence
- 3 Indirect Economic Impacts
- 4 Procurement Practices
- 5 Anti-Corruption
- 6 Anti-Competitive Behaviour
- 7 Tax
- 8 Materials
- 9 Energy
- 10 Waters and Effluents
- 11 Biodiversity
- 12 Emissions
- 13 Waste
- 14 Supplier Environmental Assessment
- 15 Employment
- 16 Labour/Management Relations
- 17 Occupational Health and Safety
- 18 Training and Education
- 19 Diversity and Equal Opportunity
- 20 Non-Discrimination
- 21 Freedom of Association and Collective Bargaining
- 22 Child Labour
- 23 Forced or Compulsory Labour
- 24 Security Practices
- 25 Rights of Indigenous Peoples
- 26 Local Communities
- 27 Supplier Social Assessment
- 28 Public Policy
- 29 Customer Health and Safety
- 30 Marketing and Labeling
- 31 Customer Privacy

## RELEVANT GRI TOPIC STANDARDS

- GRI 201: Economic Performance 2016
- GRI 202: Market Presence 2016
- GRI 203: Indirect Economic Impacts 2016
- GRI 204: Procurement Practices 2016
- GRI 205: Anti-Corruption 2016
- GRI 206: Anti-Competitive Behaviour 2016
- GRI 207: Tax 2019
- GRI 301: Materials 2016
- GRI 302: Energy 2016
- GRI 303: Water and Effluents 2018
- GRI 304: Biodiversity 2016
- GRI 305: Emissions 2016
- GRI 306: Waste 2020
- GRI 308: Supplier Environmental Assessment 2016
- GRI 401: Employment 2016
- GRI 402: Labour/Management Relations 2016
- GRI 403: Occupational Health and Safety 2016
- GRI 404: Training and Education 2016
- GRI 405: Diversity and Equal Opportunity 2016
- GRI 406: Non-Discrimination 2016
- GRI 407: Freedom of Association and Collective Bargaining 2016
- GRI 408: Child Labour 2016
- GRI 409: Forced or Compulsory Labour 2016
- GRI 410: Security Practices 2016
- GRI 411: Rights of Indigenous Peoples 2016
- GRI 413: Local Communities 2016
- GRI 414: Supplier Social Assessment 2016
- GRI 415: Public Policy 2016
- GRI 416: Customer Health and Safety 2016
- GRI 417: Marketing and Labeling 2016
- GRI 418: Customer Privacy 2016



# OUR LINK TO THE SDGs

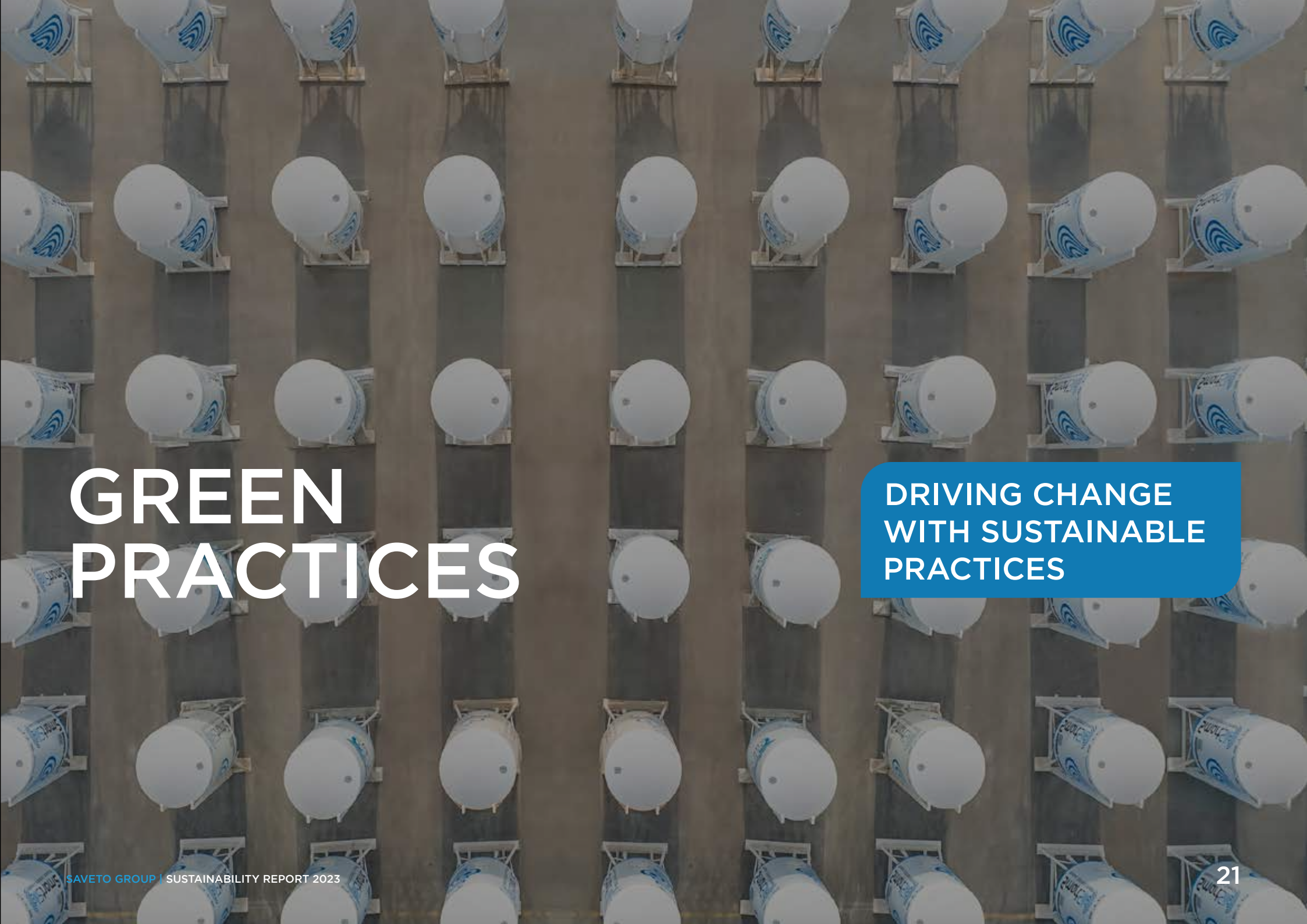
Saveto integrates the United Nations Sustainable Development Goals (SDGs) into its core operations, prioritizing those where our sustainable practices can have a significant impact.

The SDGs represent global goals that align with the UN’s 2030 agenda for sustainable development, the goals are all connected with actions in one area having outcomes in others.

Through responsible business strategies and environmentally friendly practices, **Saveto is actively contributing to these goals, aligning with the stakeholders’ and the businesses expectations.**



Saveto can contribute and realize 8 out of the 17 SDGs.



# GREEN PRACTICES

DRIVING CHANGE WITH SUSTAINABLE PRACTICES

# MINIMIZING OUR CARBON FOOTPRINT FOR A SUSTAINABLE FUTURE

Environmental conservation is a core pillar of our sustainability strategy, emphasizing our responsibility to minimize our carbon footprint through responsible business practices.

Establishing a general environmental policy to highlight our compliance with the laws, regulations, and different policy mechanisms concerning environmental conservation helps us further enhance our environmental commitments.

One such example is that **we obtained ISO 14001:2018, to implement efficient use of resources and waste reduction.**

We have embedded specific mechanisms and initiatives in different departments to achieve and monitor our targets to reduce our impacts on the environmental field.

## OUR FOUR MAIN AREAS OF FOCUS ARE:

- HUMAN FIELD 23
- OPERATIONAL FIELD 24
- NATURAL RESOURCES FIELD 26
- PRODUCTS AND SERVICES FIELD 30



## HUMAN FIELD

It is crucial to embed a sense of environmental responsibility among our employees, in which Saveto actively encourages engagement across all departments.

Within our HR department, a series of **regular training** courses and workshops are conducted to improve employees' understanding of emerging environmental issues and trends, whilst enhancing the skills required to address these challenges.

Another initiative is the significance of **route optimization** to all our employees. Long travel or inefficient routes result in delays, increase fuel consumption, and expenses, posing a financial and environmental burden on the company.

Moreover, prolonged hours of driving can cause fatigue, affecting the driver's performance and overall well-being.

Using digital mechanisms such as route optimization tools, our sales team pinpoint the fastest routes to the clients while considering several factors such as traffic patterns, road conditions, and client schedules.

This approach not only saves costs and improves employee well-being but also boosts client satisfaction and supports sustainable business growth. Importantly, it significantly reduces our environmental impact by lowering greenhouse gas emissions.



## OPERATIONAL FIELD

Resource consumption in operations is effectively managed, with internal administration of environmental resources through diverse initiatives across various departments and divisions.

### Automation and Digitization

Saveto has applied an automation system covering every stage, from raw material storage to the delivery of the final product. This involves the implementation of procedures and policies aimed at **minimizing operational downtime** while ensuring a superior standard of services and products.

With the application of our paper printing policy and upgraded technologies in our factories, we have digitized our processes to 98%, and we are actively reducing our paper consumption within our offices and facilities.

**2023**

**98%**  
of processes digitized

### Systems Optimization

We continue to focus on enhancing our management systems throughout the company to prioritize sustainability. Within systems optimization, our goal is to reduce our **electricity consumption** by implementing actions, which in turn will reduce our carbon footprint.

By leveraging the best technologies and techniques, **we have integrated energy efficiency practices into our operations.**

The following are examples of our efforts:

- Optimized packaging use
- LED lights and light sensors outdoors
- HVAC optimization (using Freon gas in AC -Type 410A)
- Water and thermal insulation, to reduce the need for heating



## Waste Management

Saveto has also established a mission to minimize waste and promote sustainable resource management practices supported by a structured waste management framework.

**“ We actively engage in collaborations with diverse waste management entities to advance circular economy initiatives and ensure a “cradle to cradle” approach when applicable. ”**

We have continuously innovated in waste management methods to minimize waste generation.

In our operations, every wooden pallet goes through our recycling process or is seamlessly integrated into our pallet resale program, ensuring they are 100% recycled.

Additionally, one of our environmentally related policies is a rigorous chemical management policy, emphasizing the responsible reuse of chemicals throughout our production processes. When this is not entirely possible, we facilitated the sale of **12,730 Liters** of our liquid factory waste. These principles drive our ongoing efforts to weave sustainability into every aspect of our operations.

## Collaboration with Ertiqaa

Our partnership with Ertiqaa, a nonprofit organization concerned with collecting, refurbishing, and distributing used computers to educational and social institutes, is well aligned with Saveto’s goals.

Collaborating with them to collect and recycle our paper waste and obsolete hardware, has helped us meet goals and ambitions quickly in a holistic waste management approach.





# NATURAL RESOURCES FIELD

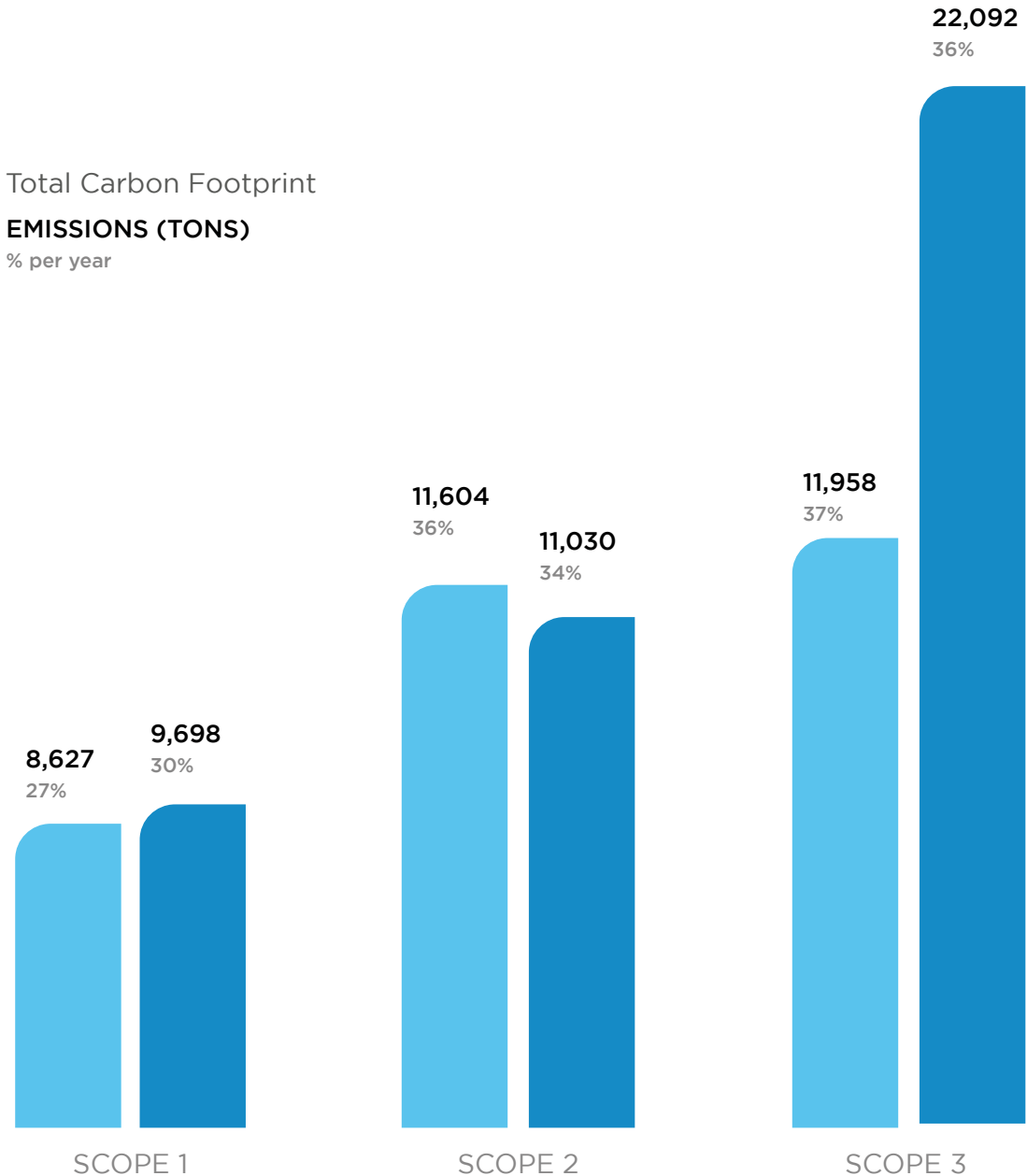
## GHG Emissions

In alignment with Saudi Vision 2030, local laws, and international sustainability agendas, we are dedicated to decreasing our carbon footprint while actively calculating and monitoring the environmental impact of all our business activities and operations within the Kingdom of Saudi Arabia. Our carbon footprint is calculated annually.

**2022**  
**32,188**  
tons CO<sub>2</sub>e

**2023**  
**42,820**  
tons CO<sub>2</sub>e

Total Carbon Footprint  
**EMISSIONS (TONS)**  
% per year



## Scope 1 & 2

Our carbon footprint assessment for 2022 and 2023 reveals a reduction in overall emissions year on year. In 2023, we witnessed a slight increase in our diesel consumption, attributable to the expansion of our operations. We are actively implementing measures to curtail this trend, focusing on improving our fuel efficiency and reducing emissions in line with our sustainability objectives. These efforts include advancing our fleet's transition to lower-emission alternatives and enhancing operational efficiencies throughout our expanded network.

Simultaneously, **scope 2 emissions have also decreased by 1,001 tCo2e following the integration of renewable energy into our operations.**

### Fossil fuel consumption

	2022	2023
<b>DIESEL (L)</b> per year	<b>2,581,086</b>	<b>2,774,423</b>
<b>PETROL (L)</b> per year	<b>709,739</b>	<b>686,032</b>

We understand that accurately and holistically analysing and reporting our scope 1 and 2 emissions can ensure we continue to grow more sustainably whilst delivering value to our stakeholders.

Saveto is committed to improving energy intensity across its business practices. Energy intensity refers to the amount of energy required per unit of output or specific outcome within an organization. We conduct evaluations of energy consumption across all operational aspects, including manufacturing processes, office facilities, and logistics operations.

Identifying areas of inefficiencies, leading to targeted strategies such as upgrading equipment and using renewable energy sources are just some of the initiatives aimed at improving energy intensity while maintaining output.

One initiative that Saveto has recently undertaken, is our three significant solar panel projects. The first installation was completed at our Head Office in Riyadh, reducing reliance on non-renewable sources within the production process and the use of electricity.

Following this success, we extended this initiative to two additional projects in Tabuk and Rabigh, which will significantly improve our carbon footprint once completed and in use.

**80%  
REDUCTION IN  
TRADITIONAL  
POWER  
CONSUMPTION\***  
at our Rabigh Plant with  
the introduction of solar  
energy be sourced from  
Solar energy

\*once complete

## Our Solar Energy Plants

### Existing Plants

Facility Location	PV Yield (kWh)	CO <sup>2</sup> Avoided (t)	Revenue (S.R.)
<b>Riyadh</b> Head Office	156,368	74	30,526
<b>Rabigh</b>	1,275,352	535	233,865

### Upcoming plants for 2024

Facility Location	PV Yield (kWh)	Estimated CO <sup>2</sup> Avoided (t)	Revenue (S.R.)
<b>Tamra</b>	379,110	180	75,818
<b>Rabigh</b> New Transformer	575,690	273	115,132
<b>Tri-Stone</b>	323,660	151	66,071





## Scope 3

Saveto has undertaken efforts to systematically assess and quantify emissions across our material Scope 3 greenhouse gas (GHG) categories, aligning with the criteria outlined by the Greenhouse Gas Protocol. Embracing the dynamic nature of Scope 3 carbon emissions calculation, we will continue to refine our methodologies over time, ensuring transparency and data integrity. By diligently monitoring both upstream and downstream logistics within Scope 3, we have taken a holistic approach to emission evaluation, with plans to expand the assessment to include additional categories in the future.

**“ We continue to envision long-term initiatives including expanding solar panel infrastructure, office green spaces, implementing waste segregation practices, and investments in diverse renewable energy projects and companies. ”**

## Offsetting our carbon footprint

To mitigate some hard-to-abate carbon emissions, Saveto aims to procure carbon credits and is currently ongoing negotiations with Netzero KSA to facilitate tree planting initiatives for effective offsets. In 2023, Saveto invested a total of 31,395 SAR in afforestation projects, which have contributed to emissions reduction and ecological balance.

Continuing our ambition to increase our positive impact, a target to increase afforestation investments in 2024.

These initiatives and collaborations with environmental agencies are well aligned with Saveto and the dedication it has to the Kingdom of Saudi Arabia with these projects ensuring a greener and sustainable future in our local areas.











## PRODUCTS & SERVICES FIELD

Sustainably delivering products and services while regularly evaluating the environmental footprint with minimal environmental impact has become a part of our company identity. We have obtained an environmental license permit to operate while conducting a comprehensive **Life Cycle Assessment (LCA) for selected products, adopting a “cradle to gate with options” scope.**

This thorough LCA encompasses all stages from product inception to production, including transportation of raw materials, manufacturing processes, distribution of the final product, and end-of-life stages.

Using the Life Cycle Assessment, **we successfully obtained Environmental Product Declarations (EPDs) for four of our products groups.**

The assessment for these EPDs has been conducted according to the Environmental Footprint Institute regulations, and **36** products have been certified and registered.

Products	No. of EPDs obtained
 <b>Flooring Systems</b>	9
 <b>Plasters &amp; Masonry</b>	11
 <b>Concrete Repair</b>	
 <b>Renders &amp; Finishes</b>	
 <b>Sealants &amp; Joints</b>	8
 <b>Tile Adhesive &amp; Grout</b>	
 <b>Thermal Insulation</b>	
 <b>Protective Coating</b>	
 <b>Waterproofing</b>	8
 <b>Primers &amp; Ancillary</b>	



# SOCIAL IMPACT

EMPOWERING OUR  
TEAM, SUPPORTING  
OUR COMMUNITIES



# HUMAN CAPITAL

Saveto understands that the knowledge and experience its employees bring with them, represents the foundation of the company. By investing in their growth and development, we aim to provide the tools to empower our team members to reach their potential within the professional sphere and beyond.

Saveto's HR team created the HR manual which includes all policies and regulations, ensuring that they are implemented across the company.

## OUR INCLUDED LIST OF POLICES

1. Corporate Social Responsibility Policy
2. Retirement and Gratuity Policy
3. Code of Conduct
4. Employee Handbook
5. Employee Contract
6. Communication, Participation and Consultation Policy and Procedure
7. Non-Discrimination Policy
8. Whistleblower Policy
9. Human Rights Policy
10. People of Determination Inclusion Policy
11. QHSE policy



# DIVERSITY, EQUITY AND INCLUSION

At Saveto, we recognize the importance of having a strong foundation which boasts a culture of diversity, equity, and inclusion driving operational excellence. Inclusive hiring practices ensure **equal opportunity** for all qualified candidates creating a dynamic and respectful workplace, irrespective of race, age, gender, disability, or religion.



Creating an inclusive workspace culture and creating the environment where all employees can thrive and contribute to our collective success.

This includes integrating individuals with disabilities into our workforce through HR policies that promote inclusivity. As a result of these commitments, we have integrated **21 individuals** with disabilities into our Saveto family.

We ensure their sense of belonging with necessary accommodations and support, making full use of their unique perspectives and contributions they bring into the organisation.

We have trained **7 HR** specialists to better accommodate the needs of these individuals, which has provided them with the knowledge required to provide effective support and resources.

We continue to expand our efforts to reach out to individuals with disabilities to grow our diversity that enhances our collective success.



# WOMEN EMPOWERMENT

Our continuous growth experienced by our female employees highlights our commitment to gender diversity.

With the nature of the work and its operational demands, we face some constraints for direct female hires, however we remain steadfast to find suitable positions and alternative opportunities that align with the candidates ensuring they can contribute to our team.

Currently, **female representation in senior level stands at 7%, with goals to increase this number to 10% by the end of 2024.** Our ambition is to increase this number through targeted women’s empowerment strategies and career development plans.

Saveto supports work-life balance and understands the importance of family. We are pleased to note a **100% retention rate among returning mothers**, reflecting our commitment to fostering a supportive work environment.

## Parental leave within Saveto group

	2023	Number of employees entitled to parental leave	Number of employees who took their parental leave
MALE		250	50
FEMALE		18	7

We also support equal parental leave rights and these policies are established as part of our internal HR guidelines and adhere to local labour laws.



# EMPLOYEE BENEFITS AND WELLBEING

We prioritize our employees' well-being by offering competitive and fair compensation through flexible programs. These **programs** are strategically developed to attract, retain, and motivate top talent in the market. Our comprehensive measures to remuneration ensures the development of knowledge, competencies, and behaviours essential for the success of our business.

We also provide a variety of benefits, as per local labor law and company policy, such as retirement plans, overtime bonuses, flexible work hours, breaks, paid and unpaid leaves, sick leaves, and career development opportunities. All our employees are eligible to receive benefits, including comprehensive medical insurance varying by pay grade and employment level.

**“ Our compensation structure reflects a commitment to gender equity. Across all employment grades, the ratio of salary between male and female staff averages equally. ”**

In addition to offering a **safe and healthy** working environment regulated by our HSE policies, we have taken some initiatives to address the physical well-being of our employees, such as providing fitness membership, food catering, and comfortable working spaces.

Regarding **retirement** security, our plans comply with Saudi regulations, covering 32% of our employees under GOSI provisions. Saveto further demonstrates support for employee **financial security** by contributing 9.75% to the retirement plan, reinforcing our commitment to long-term wellbeing and sustainability for all our teams.

# CAREER DEVELOPMENT AND TRAINING

Saveto emphasizes the importance of continuous training and development to empower our employees. From day one, we invest in programs aimed at improving technical and behavioural skills across all departments.

We tailor these **training programs** to meet specific departmental needs, unifying the technical skills and practical abilities to improve and develop each employee resulting in exemplary job performance.

In 2023, we conducted **6 comprehensive training courses** for employees and management fostering growth and development in their personal and professional lives.

Additionally, we sponsored **20 specialized courses** for our staff. We have created an environment where every employee is encouraged to push boundaries and pursuit knowledge and growth.

Performance evaluations are conducted within three months for new joiners and annually thereafter, using standardized Key Performance Indicators (KPIs) to ensure consistency and alignment with our values and goals. These reviews promote fairness, transparency, and accountability, creating a culture of clarity and measurable progress.

# EMPLOYEE ENGAGEMENT AND TRANSPARENT COMMUNICATION

Saveto's approach to employee engagement fosters a deeply connected, motivated, and resilient workforce, that reinforces our collective purpose.

Our engagement strategy is all about creating impactful experiences that go beyond the usual. From celebrating cultural festivities like Eid or a recognition of significant milestones, each event strengthens bonds and helps us commit to building a workplace where diversity thrives, and everyone feels valued.

Transparent communication and **impactful** motivational initiatives were designed to drive our employees forward.

Utilizing HRIS and other platforms, we streamline HR management and empower employees to manage their development effectively. In addition to our internal e-applications, we use governmental platforms such as Qiwa and Netaqat to further support compliance with local laws and regulations, maintaining the important pillar of transparency.

We maintain an **open-door policy** to encourage feedback and collaboration into decision-making processes.

Additionally, we have set in place a suggestion e-tool on our intranet platform, designed to present the opportunity for employees to stay engaged and share their opinions and suggestions on our operations and procedures.

Our employees can also present any **complaints** that will be processed through our grievance policy and mechanism as per our HR internal policies and labor law. All complaints and suggestions are handled through the relevant department.

**“ This process increases our transparency to our employees, establishes a fair and just approach to everyone, and disregards any type of discrimination. ”**



# QUALITY, HEALTH, SAFETY AND ENVIRONMENT (QHSE)

Saveto prioritizes a safe and healthy working environment for all employees, aiming to meet and exceed health and safety standards at all operational sites in compliance with local regulations.

Ensuring workplace safety not only protects our employees but also safeguards business continuity by minimizing injuries and illnesses that could impact productivity and operational efficiency.

Investing in a safe and healthy workplace is integral to our commitment to employee welfare and sustainable business practices.

## We have defined a comprehensive QHSE Framework that involves the following:

### Planning and Implementation

- Planning for Environmental Aspects and Hazard Identification.
- Legal & Other Requirements
- HSE Management Representatives and Programs
- Implementation and Operation
- Management Responsibilities
- Employees Responsibilities
- HSE Committee
- Training, Awareness, and Competence
- Communications Participation and Consultation
- HSE Management System Documentation
- Control Of Documents
- Operational Control
- Emergency, Preparedness and Response

### Monitoring and Review

- Checking and Corrective Action
- Monitoring and Measurement
- Evaluation of Compliance
- Incidents, Nonconformance, and Corrective & Preventative Actions
- Control of Records
- Audits
- Management Review

# QHSE POLICY AND PROCEDURES

Saveto's QHSE policy prioritizes pre-emptive measures to mitigate pollution, workplace injuries, and community health hazards. Embracing incident prevention and rigorous safety standards, we guarantee a secure work environment underpinned by effective leadership and continuous training initiatives.

Moreover, strict adherence to legislation and active collaboration with governmental and industrial stakeholders outlines the company's proactive stance in addressing environmental challenges.

Through refinement of our QHSE management system and assessment of performance against predefined benchmarks, Saveto reaffirms its dedication to nurturing professional expertise and enhancing organizational value.

## ISO 45001 CERTIFICATION

In the process of executing our inclusive strategy, **we have acquired ISO 45001 - Occupational Health and Safety Management System**, highlighting our compliance with local regulatory laws and internal policies and procedures.

# EMPLOYEE HEALTH AND SAFETY INITIATIVES

Upon employment, all workers are provided with comprehensive HSE manuals, ensuring they are aware of the necessary knowledge and protocols. New hires undergo occupational health, safety, and environmental courses relevant to their specific job requirements.

We assess potential hazards and mitigate risks stemming from safety and environmental impacts through diligent planning and implementation.

At the managerial level, we have established a dedicated **HSE committee** comprising representatives from various departments to address inquiries and concerns promptly.

Documentation of inspection results, incident reports, and subsequent action plans ensures thorough monitoring and continuous improvement, aspiring to maintain the **highest standards** of safety and environmental stewardship across all operations.

## SAFETY INSPECTIONS

In 2023, we conducted a total of 2833 comprehensive safety inspections across our facilities and operations.

**“ Our goal is to increase our safety efforts by reaching 3000 safety inspections in 2024 to solidify our proactive approach to improving and reinforcing safety standards within our organization. ”**



## FEEDBACK AND RISK MANAGEMENT

To further improve our application of Health and Safety protocols, we appreciate the invaluable feedback of our employees in ensuring a secure environment for everyone while offering insights, allowing us to identify potential hazards promptly, whether to personnel, company assets, or the environment.

“ We consistently perform risk assessments while adhering to comprehensive checklists to ensure that no potential threat is overlooked. ”

Detailed evacuation and emergency response plans are also implemented, leaving little to chance in safeguarding the safety and well-being of our team members.

### Key Performance Indicators

	2023 actual	2024 target
LOST TIME INJURY FREQUENCY <sup>1</sup>	4.23	0
DAYS AWAY FROM WORK FREQUENCY <sup>2</sup>	2.53	0
TOTAL RECORDABLE INJURY RATE <sup>3</sup>	3.7	0
HEALTH INCIDENT FREQUENCY <sup>4</sup>	4.21	0

**0 FATALITIES WERE RECORDED**

**0 CASES OF WORK-RELATED ILLNESSES**

**100% OF OUR EMPLOYEES ARE TRAINED IN HSE PROCEDURES**

**2833 SAFETY INSPECTIONS WERE CONDUCTED**

**FULL COMPLIANCE WITH AIR QUALITY INDEX CHECKS**

\*Equations to find the figures are as follows:

<sup>1</sup>[(Number of lost time injuries in the reporting period] x 1,000,000) / (Total hours worked in the reporting period)).

<sup>2</sup>((Number of OSHA Recordable injuries and illnesses that resulted in Days Away; Restricted; Transferred X 200,000) / Employee hours worked).

<sup>3</sup>((Number of OSHA Recordable injuries and illnesses X 200,000) / Employee total hours worked).

<sup>4</sup>[(Number of lost time injuries in the reporting period] x 1,000,000) / (Total hours worked in the reporting period).

# COMMUNITY DEVELOPMENT

Community engagement is a cornerstone of Saveto's corporate philosophy, recognizing the remarkable impact the community has on both societal well-being and organizational success.

By being involved in the communities where we operate, we contribute to positive social change while cultivating lasting relationships built on trust and mutual respect.

**“ We seek to leverage the strengths of local communities, address pressing social issues, and create shared value for all stakeholders involved. ”**



## CAREER FAIRS AND LOCAL HIRING

One of the primary avenues where we support community development is through annual career fairs, serving as a platform for connecting with the local youth and providing them with employment opportunities. These events promote economic growth and create a sense of inclusion and empowerment among local communities. Notably, 33% of our employees are from the local community and 3% of our senior management is from the local community, demonstrating our dedication to nurturing leadership and talent from within the region.

In alignment with Saudi Arabia's Saudization laws and [Saudi Vision 2030](#).

The company has prioritized the hiring and training of Saudi nationals across various levels, aiming to meet or exceed the mandated 35% quota for Saudi employees within the workforce.

We also actively engage in talent development programs and partnerships with educational institutions, encouraging skill development and career advancement opportunities for [Saudi citizens](#).

We strictly adhere to regulatory requirements while also actively contributing to the development and empowerment of the local workforce, playing a pivotal role in the socio-economic advancement of the Kingdom.





## COLLABORATION WITH TARMEEM

Saveto's partnership with Tarmeem, an organization owned by AlRashed Group dedicated to supporting less fortunate individuals and families, is one example of our engagement within the community. Tarmeem offers support by providing building materials free of charge for the construction of homes for the homeless.

**“ This collaborative effort not only addresses immediate needs but also empowers individuals to build a better future for themselves and their communities. ”**



## UNIVERSITY INTERNSHIP PROGRAMS

We actively engage with the younger generation through internship programs for university students. These internships provide students with valuable hands-on experience in their chosen fields.

“ We seek to leverage the strengths of local communities, address pressing social issues, and create shared value for all stakeholders involved. ”

These programs have resulted in the **employment of 100 talented students from local universities**, further strengthening the connection between Saveto and the community.

## TRAINING AND CAPACITY BUILDING

Saveto also invests in training and capacity-building initiatives aimed at equipping individuals with the skills and knowledge needed to thrive in their chosen professions.

For example, volunteers involved in Tarmeem’s home-building projects receive training from **Saveto experts**, enabling them to effectively utilize building materials and contribute to the construction process, while sustainably developing the community.



# GOVERNANCE

GUIDED BY INTEGRITY,  
COMMITTED TO EXCELLENCE



# TAXATION AND ZAKAT

Saveto is dedicated to upholding strict adherence to the Kingdom's Zakat & Taxation laws. Renowned for our outstanding responsibility to legal and regulatory compliance, we navigate Zakat & Tax regulations with precision and strategic foresight.

Through the implementation of internal controls and comprehensive risk management protocols, we ensure that every aspect of our financial operations aligns with the financial landscape.

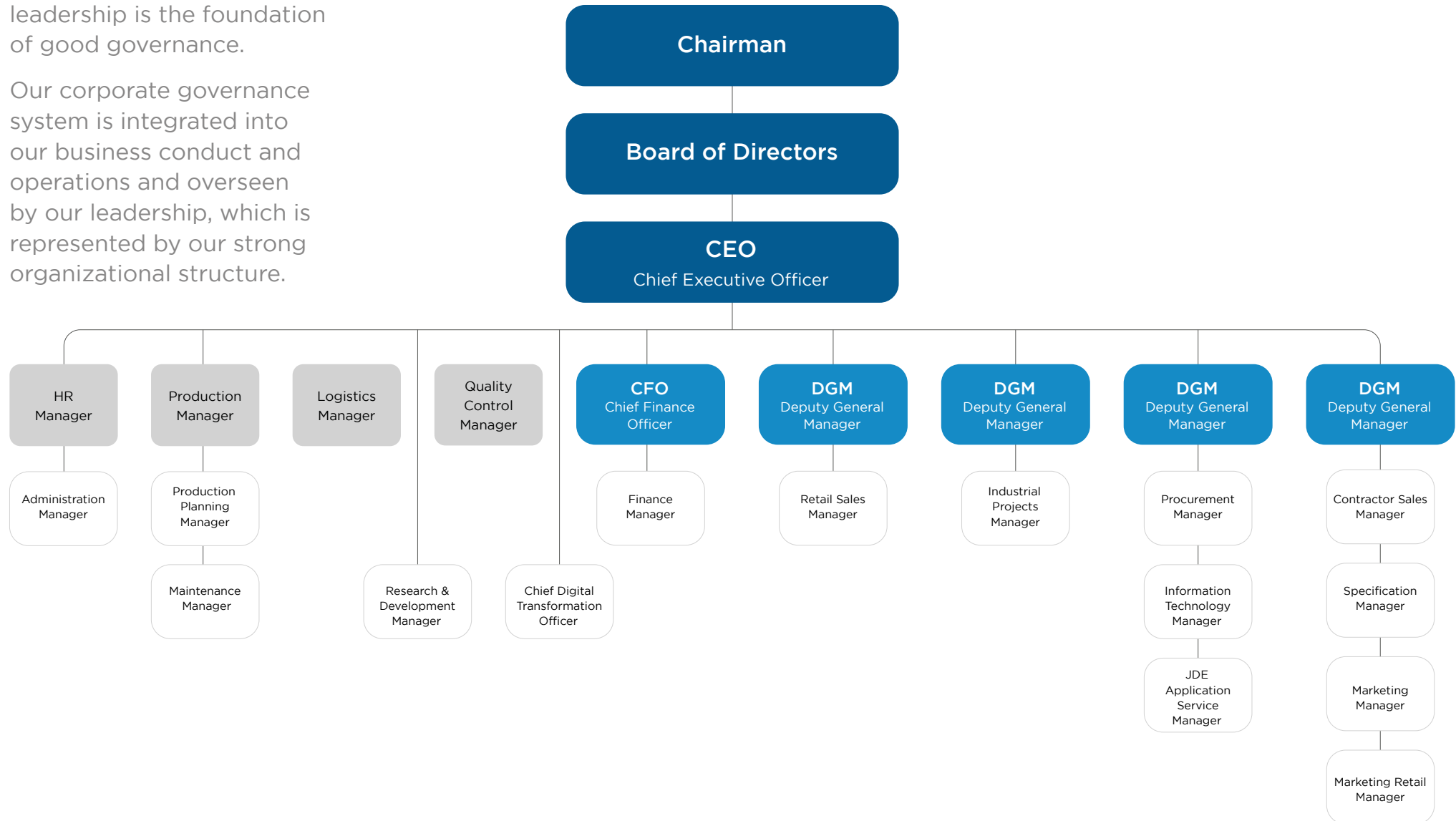
Through continuous monitoring, robust audits, and proactive engagement with the authorities, we ultimately meet and surpass Zakat & Taxation requirements.

**“ As we symbolize integrity and diligence in our practices, Saveto aims to set a benchmark for ethical corporate citizenship in Saudi Arabia. ”**

# CORPORATE STRUCTURE

Effective and strong leadership is the foundation of good governance.

Our corporate governance system is integrated into our business conduct and operations and overseen by our leadership, which is represented by our strong organizational structure.



# CODE OF CONDUCT

As the basis for controlling our activities and guaranteeing our employees conduct business practices responsibly, our code of conduct is implemented to reflect our work values, ethics, and controls.

The purpose of our code of conduct is to align Saveto's activities with the expectations of all our stakeholders to satisfy their needs and expectations and to show our commitment to ethical and responsible corporate behaviour.

**“ Our code of conduct is designed to reinforce our values and principles, as well as to ensure compliance with key regulatory and legal requirements. ”**

It sets out clear standards for ethical behaviour and outlines our commitment to conducting business with integrity and transparency.

To uphold ethical standards across the organisation, 100% of our employees undergo training on the code of conduct, thereby fostering a culture of integrity and compliance throughout our organization.

## Our code of conduct is highlighted by 4 key areas

### OUR CUSTOMER COMES FIRST

Our customers' interests always come first, and our experience shows that if we serve our customers well, our success will follow. Integrity and honesty are at the heart of our business. We expect our people to maintain high ethical standards in everything they do, both in their work for the firm and in their personal lives.

### OUR PEOPLE ARE OUR CAPITAL

Our assets are our people, capital, and reputation. We are responsible for complying full with the letter and spirit of the laws, rules, and ethical principles that govern us.

### PROVIDING RETURNS FOR OUR SHAREHOLDERS

Our goal is to provide superior returns to our shareholders. Profitability is critical to achieving superior returns, building our capital, and attracting and keeping our best people.

### TAKING PRIDE IN WHAT WE DO

We take great pride in the professional quality of our work. We have an uncompromising determination to achieve excellent in everything we undertake or produce.



# SUPPORTING POLICIES

Acting as the foundation of our pledge to uphold sustainable and transparent business practices, our code of conduct stands as an inclusive framework fortified by a detailed range of suitable internal protocols.

These protocols are emblematic of our responsibility to principled governance and are embedded to integrate our core values into the very fabric of our organizational culture and operational framework.

Within this constructed governance framework, we identify:

- Sustainability Policy
- Procurement Policy
- Sustainable Asset Policy
- Conflict of Interest Policy
- Anti-Competitive Behaviour Policy
- Anti-Bribery Policy
- Human Rights Policy
- Ombudsman and Grievance Policies
- Data Privacy, and Information Security Policy
- Environmental Policy



# INFORMATION SECURITY AND DATA PRIVACY

Throughout our transition toward digitalization and the establishment of secured data systems, we have made significant investments in adopting comprehensive security controls and procedures.

These measures are rigorously monitored, reviewed, and maintained by our IT department to guarantee their relevance and effectiveness.

Our overarching strategy prioritizes preventive, detective, and corrective measures across diverse channels to solidify our cyber defence.

Currently, **20% of our employees receive training for cyber security, but we are aiming to achieve a 100% training rate by 2024.**

We focus on:

- Controlling and managing our information security system.
- Ensuring data security and confidentiality of all our stakeholders' information.
- Achieving legal compliance with local laws and internal policies and procedures.
- Avoiding any cases of non-compliance or data breach cases.
- Maintaining our transparency and reputation in securing communication channels and systems.

As Saveto's operations progressively become more digitalized, our method of information management and security has become critical to protecting employees and customers.

The effectiveness of IT systems is inherently limited by the awareness and adherence to information security protocols by the individuals utilizing them.

Therefore, we continue to review and update our policies that control and manage this process.

Some of these policies are:

- Data breach policy
- Data management & classification policy
- Information security policy
- IT change management policy
- IT organization policy

**0 CASES OF INTERNAL DATA BREACHES IDENTIFIED**

**0 CASES OF COMPLAINTS FROM STAKEHOLDERS**

**0 CASES OF NON-COMPLIANCE WITHIN PROCEDURES**

**100% LEGAL COMPLIANCE**

# BUSINESS INFORMATION MODELING (BIM)

Saveto leverages Building Information Modeling (BIM) to revolutionize our product sales strategy by providing a digital representation of our products that can be integrated into building designs.

This digital approach enables consultants, designers, and clients to seamlessly integrate Saveto's products into building designs allowing our customers to visualize how Saveto products will fit and perform within a construction project within an early project stage.

## OPERATIONAL EFFICIENCY AND WASTE REDUCTION

In addition, BIM can help to improve the efficiency of the construction process by providing accurate and up-to-date information about building components and systems. This can help to reduce waste and errors on the construction site.

## COMPREHENSIVE PRODUCT VIEW

Saveto's BIM Library holds detailed digital models of our products, complete with embedded specifications, technical details, and sustainability information. This allows architects, designers, consultants, and other stakeholders gain a holistic understanding of Saveto materials, facilitating informed decision-making during project planning and design.

## EARLY PROJECT ACCESS

By adopting BIM, Saveto gains early access to project details, enabling us to align our product offerings with specific project requirements for seamless integration and optimal performance. Early involvement fosters collaboration with project teams, enhancing overall communication efficiency. Also, global accessibility streamlines communication, making interactions with customers more efficient and effective globally.

## SUSTAINABILITY & ENVIRONMENTAL IMPACT

BIM utilization eliminates the need for physical prototypes and samples, significantly reducing resource consumption and carbon emissions associated with traditional product showcasing methods, which are known to be resource-intensive to produce and transport. This aligns with Saveto's digitalization approach, promoting a paperless, eco-friendly business model. The digital transformation supports circular economy and enhances transparency with stakeholders, showcasing Saveto's low VOC eco-friendly products.



# SUSTAINABLE PROCUREMENT

In 2023, we proudly introduced the first effective procedure for integrating sustainability principles into our supply chain, marking a significant milestone in our journey towards ethical sourcing, environmental stewardship, and strong governance.

Central to our procurement strategy is a strong emphasis on supporting local suppliers, which constitute an impressive 61% of our total supplier base. This deliberate focus on local sourcing seeks to add value to **regional economies** and reduces our carbon footprint by **minimizing transportation-related emissions**.

By 2024, we are ambitiously aiming to increase the proportion of local suppliers to 70%, helping us increase our **sustainable practices** while contributing to the prosperity of the local economy.

Saveto aims to drive positive change, promote accountability, and build stronger partnerships with suppliers who share the same values and vision for a more sustainable future. Looking ahead, we are committed to further strengthening our sustainability efforts by implementing **environmental and social supplier assessments**, which will enable us to comprehensively evaluate suppliers based on their ESG initiatives.

■ 2023

PROCUREMENT FROM LOCAL SUPPLIERS

61%

■ 2024

TARGETED PROCUREMENT FROM LOCAL SUPPLIERS

70%

# SALES AND STAKEHOLDER'S FEEDBACK

To maintain the integrity of our branding, we adhere to our internal “Marketing and Branding Policy,” which serves as a guideline for implementing our brand identity. This policy ensures our customers recognize the authenticity of our products.

Our internal marketing directive dictates the following actions:

1. Publishing comprehensive product literature, including Material Safety Data Sheets and Method of Statements.
2. Subjecting our products to rigorous assessment and testing by third-party accreditors.
3. Continuously working on obtaining certificates such as Environmental Product Declarations (EPD) and Health Product Declarations (HPD).
4. Issuing manufacturing declaration statements, for each product release, which meets LEED requirements (MRC4 - MRC5).

We actively solicit feedback from our customers and stakeholders to identify areas for improvement and to enhance their overall satisfaction. To this end, we employ various channels for feedback collection, including:

- Conducting monthly customer visits by our dedicated sales representatives, totaling 2,400 visits annually.

- Engaging with stakeholders, particularly during product launch events.
- Distributing surveys to all stakeholders and customers, with a remarkable 95% customer satisfaction rate noted due to recent improvements in our Customer Service teams.
- Conducting regular interviews to gauge stakeholder satisfaction levels.

**“ Furthermore, our commitment to feedback evaluation is reinforced by the collection of 1,200 customer feedback surveys, facilitating an in-depth understanding of stakeholder perspectives and needs, as this varied approach to feedback collection ensures that we remain responsive to the evolving expectations of our valued customers and stakeholders, thereby fostering enduring relationships built on trust and collaboration. ”**

# CUSTOMER COMPLAINTS

In 2023, Saveto demonstrated exemplary commitment to client satisfaction by resolving 98% of client complaints

This achievement is a testament to the importance of providing exceptional service and addressing client concerns with utmost efficiency and effectiveness.

Moving forward, we remain steadfast in our commitment to continuous improvement, aiming to exceed these high standards of client satisfaction.

■ 2023

**98% OF CLIENT COMPLAINTS RESOLVED**



# SAVETO'S PATH TO AMPLIFIED DIGITAL IMPACT

Currently, Saveto's engagement rate on ESG posts across social media stands at 0.5%.

However, our vision for 2024: to elevate this metric to an 3%. Achieving this goal requires a multifaceted approach, beginning with the development of a comprehensive ESG marketing campaign that encompasses all our initiatives.

Additionally, our objective is to significantly ramp up our digital presence by launching more campaigns focused on ESG initiatives across various digital channels.

While we have begun this journey with 2 ESG campaigns, **our target is to expand this number to 5 by 2024.**

Number of  
ESG campaigns  
per year

■ 2023

**2 ESG  
CAMPAIGNS**

■ 2024 TARGET


**5 ESG  
CAMPAIGNS**





A photograph of a male worker in a white hard hat, a blue shirt, and a high-visibility yellow vest. He is standing in a warehouse aisle, looking up at tall stacks of large white bags of material. The bags are stacked on wooden pallets. The worker is holding a clipboard and a pen. The warehouse has a high ceiling with metal beams and a yellow safety line on the floor.

# GRI CONTENT INDEX

Statement of Use	Saveto has reported in accordance with GRI Standards for the period January 2023 - December 2023	 <b>CONTENT INDEX ADVANCED SERVICE</b>	2024
GRI 1 Used	GRI 1: Foundation 2021		

For the Content Index – Advanced Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders.

GRI Standard/ Other Source	Disclosure	Location and/or direct answers	Omission		
			Requirement(s) Omitted	Reason	Explanation
<b>General Disclosures - Risk Management/Governance Reporting</b>					
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational Details	About Saveto, Page 5-13			
	2-2 Entities included in the organization's sustainability reporting	About Saveto, Page 12			
	2-3 Reporting period, frequency and contact point	Sustainability At Saveto, Page 15			
	2-4 Restatements of information	First published report no information was edited			
	2-5 External assurance	This Report hasn not been assured by an external party			
	2-6 Activities, value chain & other business relationships	About Saveto, Page 11-12			
	2-7 Employees	Social Impact, Page 31-41			

GRI Standard/ Other Source	Disclosure	Location and/or direct answers	Omission		
			Requirement(s) Omitted	Reason	Explanation
<b>General Disclosures - Risk Management/Governance Reporting</b>					
<b>GRI 2: General Disclosures 2021</b>	2-8 Workers who are not employees	Social Impact, Page 31-41			
	2-9 Governance structure and composition	Governance - Corporate Structure, Page 48			
	2-10 Nomination and selection of the highest governance body	Governance - Corporate Structure, Page 48			
	2-11 Chair of the highest governance body	Governance - Corporate Structure, Page 48			
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance - Corporate Structure, Page 48			
	2-13 Delegation of responsibility for managing impacts	Governance - Corporate Structure, Page 48			
	2-14 Role of the highest governance body in sustainability reporting	About Saveto, Page 4 ,Governance, Page 48			
	2-15 Conflicts of interest	Governance, Page 50			
	2-16 Communication of critical concerns	Stakeholder Engagement, Page 18-19, Social Impact, Page 37 Governance, Page 55			
	2-17 Collective knowledge of the highest governance body	Governance, Page 54-56			
	2-18 Evaluation of the performance of the highest governance body	Governance, Page 54-56			
	2-19 Remuneration policies	Social Impact, Page 35			

GRI Standard/ Other Source	Disclosure	Location and/or direct answers	Omission		
			Requirement(s) Omitted	Reason	Explanation
<b>General Disclosures - Risk Management/Governance Reporting</b>					
<b>GRI 2: General Disclosures 2021</b>	2-20 Process to determine remuneration	Social Impact, Page 35			
	2-21 Annual total compensation ratio	Social Impact, Page 35			
	2-22 Statement on sustainable development strategy	Sustainability At Saveto, Page 15-16			
	2-23 Policy commitments	Social Impact, Page 32, Governance, Page 50			
	2-24 Embedding policy commitments	Social Impact, Page 32, Governance, Page 50			
	2-25 Processes to remediate negative impacts	Stakeholder Engagement, Page 18-19, Social Impact, Page 37 Governance, Page 54-55			
	2-26 Mechanisms for seeking advice and raising concerns	Social Impact, Page 37			
	2-27 Compliance with laws and regulations	Governance , Page 46-51			
	2-28 Membership associations	About Saveto, Page 13			
	2-29 Approach to stakeholder engagement	Stakeholder Engagement, Page 18-19, Governance, Page 54-55			
	2-30 Collective bargaining agreements	(Insignificant)		Legal prohibitions	Due to the nature of our entity and the local legislations as Collective Bargaining is illegal in Saudi Arabia
<b>Material topics</b>					
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	Stakeholder Engagement, Page 18-19			



GRI Standard/ Other Source	Disclosure	Location and/or direct answers	Omission		
			Requirement(s) Omitted	Reason	Explanation
<b>GRI 3: Material Topics 2021</b>	3-2 List of material topics	Materiality Assessment, Page 19			
<b>Economic performance</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Materiality Assessment, Page 19			
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	Green Practices, Page 29, Social Impact, Page 35,44 Governance, Page 47			
	201-2 Financial implications and other risks and opportunities due to climate change	Green Practices, Page 29			
	201-3 Defined benefit plan obligations and other retirement plans	Social Impact, Page 32,35			
	201-4 Financial assistance received from government	Materiality Assessment, Page 19			
<b>Market presence</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Materiality Assessment, Page 19			
<b>GRI 202: Market Presence 2016</b>	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Social Impact, Page 35			
	202-2 Proportion of senior management hired from the local community	Social Impact, Page 43			
<b>Indirect economic impacts</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Materiality Assessment, Page 19			
<b>GRI 203: Indirect Economic Impacts 2016</b>	203-1 Infrastructure investments and services supported	Social Impact, Page 44			

GRI Standard/ Other Source	Disclosure	Location and/or direct answers	Omission		
			Requirement(s) Omitted	Reason	Explanation
<b>GRI 203: Indirect Economic Impacts 2016</b>	203-2 Significant indirect economic impacts	Social Impact, Page 45			
<b>Procurement practices</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Materiality Assessment, Page 19			
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	Materiality Assessment, Page 19, Governance, Page 50,53			
<b>Anti-corruption</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Materiality Assessment, Page 19			
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	Materiality Assessment, Page 19			
	205-2 Communication and training about anti-corruption policies and procedures	Materiality Assessment, Page 19			
	205-3 Confirmed incidents of corruption and actions taken	Governance, Page 51			
<b>Anti-competitive behavior</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Materiality Assessment, Page 19			
<b>GRI 206: Anti-competitive Behavior 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Materiality Assessment, Page 19			
<b>Tax</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Materiality Assessment, Page 19			

GRI Standard/ Other Source	Disclosure	Location and/or direct answers	Omission		
			Requirement(s) Omitted	Reason	Explanation
<b>GRI 207: Tax 2019</b>	207-1 Approach to tax	Materiality Assessment, Page 19, Governance, Page 47			
	207-2 Tax governance, control, and risk management	Materiality Assessment, Page 19, Governance, Page 47			
	207-3 Stakeholder engagement and management of concerns related to tax	Materiality Assessment, Page 19			
	207-4 Country-by-country reporting	Materiality Assessment, Page 19, Governance, Page 47			
<b>Materials</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Materiality Assessment, Page 19			
<b>GRI 301: Materials 2016</b>	301-1 Materials used by weight or volume	Green Practices, Page 24-25,30, Governance, Page 52			
	301-2 Recycled input materials used	Green Practices, Page 24-25,30, Governance, Page 52			
	301-3 Reclaimed products and their packaging materials	Green Practices, Page 24-25,30, Governance, Page 52			
<b>Energy</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Materiality Assessment, Page 19			
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	Green Practices, Page 24, 27-28			
	302-2 Energy consumption outside of the organization	Green Practices, Page 24, 27-28			

GRI Standard/ Other Source	Disclosure	Location and/or direct answers	Omission		
			Requirement(s) Omitted	Reason	Explanation
<b>GRI 302: Energy 2016</b>	302-3 Energy intensity	Green Practices, Page 24, 27-28			
	302-4 Reduction of energy consumption	Green Practices, Page 24, 27-28			
	302-5 Reductions in energy requirements of products and services	Green Practices, Page 24, 27-28			
<b>Water and effluents</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Materiality Assessment, Page 19			
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	Materiality Assessment, Page 19			
	303-2 Management of water discharge-related impacts	Materiality Assessment, Page 19			
	303-3 Water withdrawal	Materiality Assessment, Page 19, Green Practices, Page 26			
	303-4 Water discharge	Materiality Assessment, Page 19, Green Practices, Page 26			
	303-5 Water consumption	Materiality Assessment, Page 19, Green Practices, Page 26			
<b>Biodiversity</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Materiality Assessment, Page 19			
<b>GRI 304: Biodiversity 2016</b>	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Materiality Assessment, Page 19			



GRI Standard/ Other Source	Disclosure	Location and/or direct answers	Omission		
			Requirement(s) Omitted	Reason	Explanation
<b>GRI 304: Biodiversity 2016</b>	304-2 Significant impacts of activities, products and services on biodiversity	Materiality Assessment, Page 19			
	304-3 Habitats protected or restored	Materiality Assessment, Page 19			
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Materiality Assessment, Page 19			
<b>Emissions</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Materiality Assessment, Page 19			
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	Materiality Assessment, Page 19, Green Practices, Page 26			
	305-2 Energy indirect (Scope 2) GHG emissions	Materiality Assessment, Page 19, Green Practices, Page 26			
	305-3 Other indirect (Scope 3) GHG emissions	Materiality Assessment, Page 19, Green Practices, Page 26			
	305-4 GHG emissions intensity	Materiality Assessment, Page 19, Green Practices, Page 26			
	305-5 Reduction of GHG emissions	Materiality Assessment, Page 19, Green Practices, Page 26			
	305-6 Emissions of ozone-depleting substances (ODS)	Materiality Assessment, Page 19, Green Practices, Page 26			
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Materiality Assessment, Page 19, Green Practices, Page 26			
<b>Waste</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Materiality Assessment, Page 19			

GRI Standard/ Other Source	Disclosure	Location and/or direct answers	Omission		
			Requirement(s) Omitted	Reason	Explanation
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	Green Practices, Page 24-25,53			
	306-2 Management of significant waste-related impacts	Green Practices, Page 24-25,53			
	306-3 Waste generated	Green Practices, Page 24-25,27			
	306-4 Waste diverted from disposal	Green Practices, Page 24-25,27			
	306-5 Waste directed to disposal	Green Practices, Page 24-25,27			
<b>Supplier environmental assessment</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Materiality Assessment, Page 19			
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	Materiality Assessment, Page 19, Governance, Page 50,53			
	308-2 Negative environmental impacts in the supply chain and actions taken	Materiality Assessment, Page 19, Governance, Page 50,53			
<b>Employment</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Materiality Assessment, Page 19			
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	Materiality Assessment, Page 19			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Social Impact, Page 35			
	401-3 Parental leave	Social Impact, Page 34			

GRI Standard/ Other Source	Disclosure	Location and/or direct answers	Omission		
			Requirement(s) Omitted	Reason	Explanation
<b>Labor/management relations</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Materiality Assessment, Page 19			
<b>GRI 402: Labor/Management Relations 2016</b>	402-1 Minimum notice periods regarding operational changes	Materiality Assessment, Page 19			
<b>Occupational health and safety</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Materiality Assessment, Page 19			
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	Social Impact, Page 38-41			
	403-2 Hazard identification, risk assessment, and incident investigation	Social Impact, Page 38-41			
	403-3 Occupational health services	Social Impact, Page 38-41			
	403-4 Worker participation, consultation, and communication on occupational health and safety	Social Impact, Page 38-41			
	403-5 Worker training on occupational health and safety	Social Impact, Page 38-41			
	403-6 Promotion of worker health	Social Impact, Page 38-41			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Social Impact, Page 38-41			
	403-8 Workers covered by an occupational health and safety management system	Social Impact, Page 38-41			
	403-9 Work-related injuries	Social Impact, Page 38-41			

GRI Standard/ Other Source	Disclosure	Location and/or direct answers	Omission		
			Requirement(s) Omitted	Reason	Explanation
<b>GRI 403: Occupational Health and Safety 2018</b>	403-10 Work-related ill health	Social Impact, Page 38-41			
<b>Training and education</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Materiality Assessment, Page 19			
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	Materiality Assessment, Page 19, Social Impact, Page 36			
	404-2 Programs for upgrading employee skills and transition assistance programs	Materiality Assessment, Page 19, Social Impact, Page 36			
	404-3 Percentage of employees receiving regular performance and career development reviews	Materiality Assessment, Page 19, Social Impact, Page 36			
<b>Diversity and equal opportunity</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Materiality Assessment, Page 19			
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	Materiality Assessment, Page 19			
	405-2 Ratio of basic salary and remuneration of women to men	Social Impact, Page 33-35			
<b>Non-discrimination</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Materiality Assessment, Page 19			
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	Materiality Assessment, Page 19, Social Impact, Page 32,35			
<b>Freedom of association and collective bargaining</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Materiality Assessment, Page 19			



GRI Standard/ Other Source	Disclosure	Location and/or direct answers	Omission		
			Requirement(s) Omitted	Reason	Explanation
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	(Insignificant)		Legal prohibitions	Due to the nature of our entity and the local legislations as Collective Bargaining is illegal in Saudi Arabia
<b>Child labor</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Materiality Assessment, Page 19			
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	Materiality Assessment, Page 19			
<b>Forced or compulsory labor</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Materiality Assessment, Page 19			
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Materiality Assessment, Page 19			
<b>Security practices</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Materiality Assessment, Page 19			
<b>GRI 410: Security Practices 2016</b>	410-1 Security personnel trained in human rights policies or procedures	Materiality Assessment, Page 19			
<b>Rights of indigenous peoples</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Materiality Assessment, Page 19			
<b>GRI 411: Rights of Indigenous Peoples 2016</b>	411-1 Incidents of violations involving rights of indigenous peoples	(Insignificant)		Not applicable	There are no indigenous people in areas where Saveto operates
<b>Local communities</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Materiality Assessment, Page 19			
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	Social Impact, Page 32, 42-45			

GRI Standard/ Other Source	Disclosure	Location and/or direct answers	Omission		
			Requirement(s) Omitted	Reason	Explanation
<b>GRI 413: Local Communities 2016</b>	413-2 Operations with significant actual and potential negative impacts on local communities	Social Impact, Page 32, 42-45			
<b>Supplier social assessment</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Materiality Assessment, Page 19			
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	Materiality Assessment, Page 19, Governance, Page 50,53			
	414-2 Negative social impacts in the supply chain and actions taken	Materiality Assessment, Page 19, Governance, Page 50,53			
<b>Public policy</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Materiality Assessment, Page 19			
<b>GRI 415: Public Policy 2016</b>	415-1 Political contributions	(Insignificant)		Legal prohibitions	Due to the nature of our entity and the local legislations as Political Contributions are illegal in Saudi Arabia
<b>Customer health and safety</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Materiality Assessment, Page 19			
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	Materiality Assessment, Page 19, Green Practices, Page 30			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Materiality Assessment, Page 19, Green Practices, Page 30			
<b>Marketing and labeling</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Materiality Assessment, Page 19			
<b>GRI 417: Marketing and Labeling 2016</b>	417-1 Requirements for product and service information and labeling	Materiality Assessment, Page 19			

GRI Standard/ Other Source	Disclosure	Location and/or direct answers	Omission		
			Requirement(s) Omitted	Reason	Explanation
<b>GRI 417: Marketing and Labeling 2016</b>	417-2 Incidents of non-compliance concerning product and service information and labeling	Materiality Assessment, Page 19			
	417-3 Incidents of non-compliance concerning marketing communications	Materiality Assessment, Page 19			
<b>Customer Privacy</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Materiality Assessment, Page 19			
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Governance, Page 41			



Riyadh, Saudi Arabia

8001249009

Saveto.com

SavetoGroup     