



## Sustainability Report 2023





*2011 Year of Inception in Saudi Arabia*

*+ 500 Employees*

*+ 20 countries for Customers*

*2 Foreign offices*

*+ 68 Female Employees*

*+ 60 USD million turn over*

*40 % Export rate*



## Foreword

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Today environmental, as well as social issues are many and complex. If we work together and learn from each other, there is no obstacle that cannot be overcome.

”




*Dear Readers;*

"This report marks another milestone in our ongoing sustainability journey. At United Accredited Company, responsible management has always been at the core of our operations. The recent establishment of our dedicated sustainability department has further solidified our commitment and represents a clear declaration of our intentions.

Just like any journey, the initial step is often one of assessment—understanding the resources at our disposal to effectively meet our objectives. We have begun this process by conducting a comprehensive inventory of our existing initiatives related to corporate social responsibility. This crucial step allows us to establish specific targets for ongoing improvement and to lay the foundational strategies for a sustainable transformation at U.A.C.

However, setting ambitious targets alone is insufficient. As a forward-thinking organization, our ability to adapt will be essential in addressing the dynamic challenges ahead. Today's environmental and social issues are numerous and complex. Committed to our sustainable path, U.A.C. is dedicated to developing innovative solutions to the challenges we will undoubtedly face. Although these challenges may seem daunting, through collaborative effort and mutual learning, there is no hurdle that cannot be surmounted."

*Pro. Rami Alamoudi*  
CEO

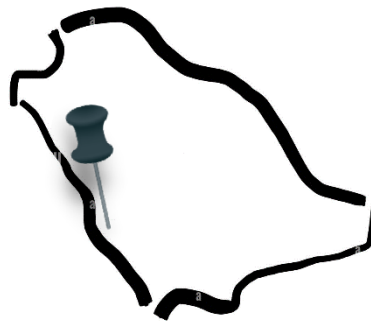


United Accredited Company (U.A.C.) stands as a leading manufacturer of polypropylene woven bags, with over three decades of expertise in delivering high-quality products essential for various industries including agriculture, construction, and retail. Our extensive product range encompasses everything from PP woven fabrics to specialized bags, each designed to meet diverse packaging needs. Our operations extend beyond production to include innovations in the recycling and enhancement of polypropylene, ensuring that sustainability is at the core of everything we do.

With a commitment that spans the globe, U.A.C. prides itself on offering exceptional customer support and maintaining a steadfast dedication to client satisfaction.

Rooted in family values, U.A.C. blends the drive and capabilities of a major global player with the warmth, honesty, and integrity of a family-run business. This unique heritage is deeply embedded in our corporate culture and continues to guide our operations and aspirations.

As U.A.C. evolves, our foundation remains solid—our commitment to innovation and excellence continues to grow as we explore new markets and technologies. Our family values ensure that we stay grounded and focused, providing a stable base from which we can achieve new heights and continue to forge a lasting connection between our storied past and our ambitious future.



SAUDI ARABIA



## U - United for a Greener Future:

At United Accredited Company, the term **"United"** signifies our collective commitment to environmental stewardship. We recognize that achieving sustainability requires the unified effort of our entire organization. Our initiatives are designed to foster collaboration among our employees, partners, and the community, aligning our resources and expertise towards common environmental goals. By uniting our forces, we work towards reducing our carbon footprint, promoting resource efficiency, and supporting sustainable practices across all operations.

## A - Accredited for Excellence in Sustainability:

The **"Accredited"** in our name underscores our dedication to upholding the highest standards in environmental and sustainable practices. We are proud to be certified with ISO 9001 and ISO 22000, which affirm our commitment to quality and safety. Additionally, our adherence to the EFIBCA standards demonstrates our continuous efforts to meet and exceed industry norms for environmental performance. Through rigorous compliance and regular audits, UAC strives to lead by example, showcasing how accreditation in sustainability drives operational excellence and corporate responsibility.

## C - Committed to Continuous Improvement:

**"Committed"** represents our unwavering dedication to continuous improvement in our sustainability journey. At UAC, we are committed to integrating sustainable practices into every facet of our business operations. This involves ongoing assessment of our environmental impact, setting ambitious targets for waste reduction, energy efficiency, and sustainable sourcing. We invest in advanced technologies and innovative solutions to minimize our ecological footprint and enhance our contributions to sustainable development. Our commitment is reflected in our proactive approach to environmental management, ensuring that we adapt and pivot





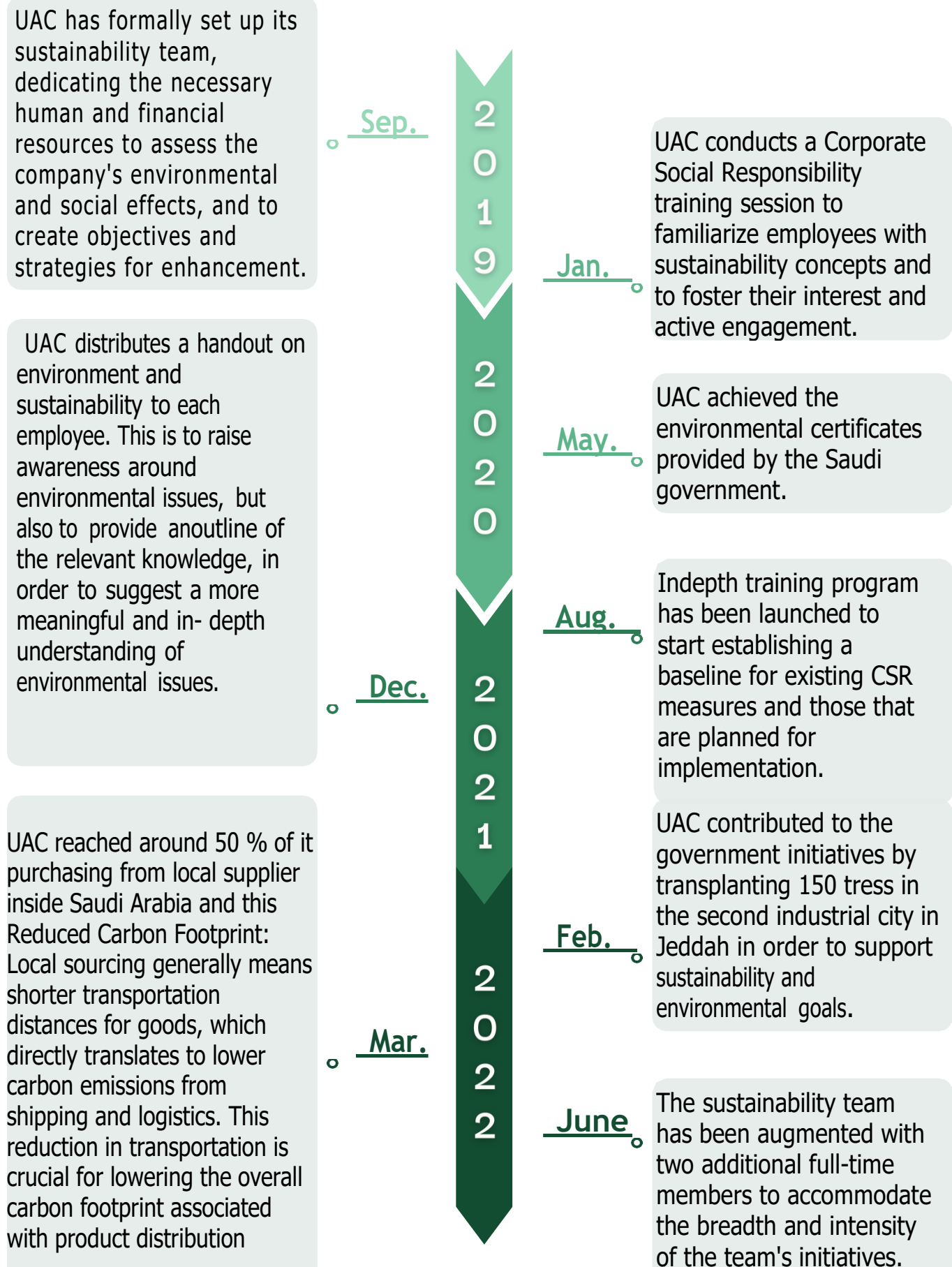
## Sustainability

In 2019, United Accredited Company (UAC) initiated a dedicated Sustainability Department focusing on Corporate Social Responsibility (CSR) activities, alongside the planning and execution of initiatives aimed at reducing the company's environmental footprint and enhancing the welfare of its workforce. This step reflects UAC's commitment to its employees, partners, clients, and the wider community, underscoring its role in advancing collective societal aims, such as the United Nations' Sustainable Development Goals (SDGs) and the objectives set forth by the Paris Agreement.

The Sustainability Department at UAC is a newly formed entity with a distinct mission and scope, designed to foster innovative practices and solutions unencumbered by the company's historical approaches or traditions. This freedom enables the team to adopt new strategies, though it also requires a comprehensive evaluation across the company to establish a baseline for its performance. Future environmental, social, and governance goals will be assessed relative to this baseline.

Consequently, this inaugural Sustainability Report for 2023 will primarily document the findings from this evaluation process and outline key achievements and initial measures already put into place.

Despite being recently formed, UAC's Sustainability Department has swiftly implemented several foundational actions to develop a more structured approach to sustainability. Latest highlights contain:



The Corporate Social Responsibility (CSR) Policy describes our commitment to sustainability management and establishes specific goals to ensure our business operations are responsible in terms of environmental and social impacts.

- We endorse initiatives that reflect the values outlined in our Mission Statement.
- We cultivate community ties and innovative partnerships to advance environmental and social justice.
- We will incorporate environmental and social considerations into our procurement practices.
- We are committed to ongoing enhancement by consistently assessing our environmental and social effects and establishing precise goals to improve our performance.

We aim to systematically design and implement a sustainability administration and monitoring system, to measure our impact on the environment resulting from daily operations and evaluate our social actions to set regular targets for continuous progress. The responsibility for the development and implementation of the aforementioned areas lies with the management of UAC supported by the sustainability group.

As a company with a global existence, UAC in line with our goal to mainstream environmental and social considerations throughout our facilities and offices, herein commit to the following activities:

## ENVIRONMENTAL COMMITMENT



We actively foster environmental consciousness among our staff and offer educational opportunities to enhance their skills and knowledge in this field.

We are committed to improving our energy, water, and waste efficiencies by deploying a thorough resource management framework that includes a monitoring system.

We aim to **cut greenhouse gas emissions and pollution** in all parts of our operations as much as we can using the latest technology.

We will **reduce travel activities** where possible by providing near by accommodation and company transportation.

We will reinforce **circular economy principles** through our 2 in-house recycling lines by recycling all the waste generated from the production.

## SOCIAL COMMITMENT



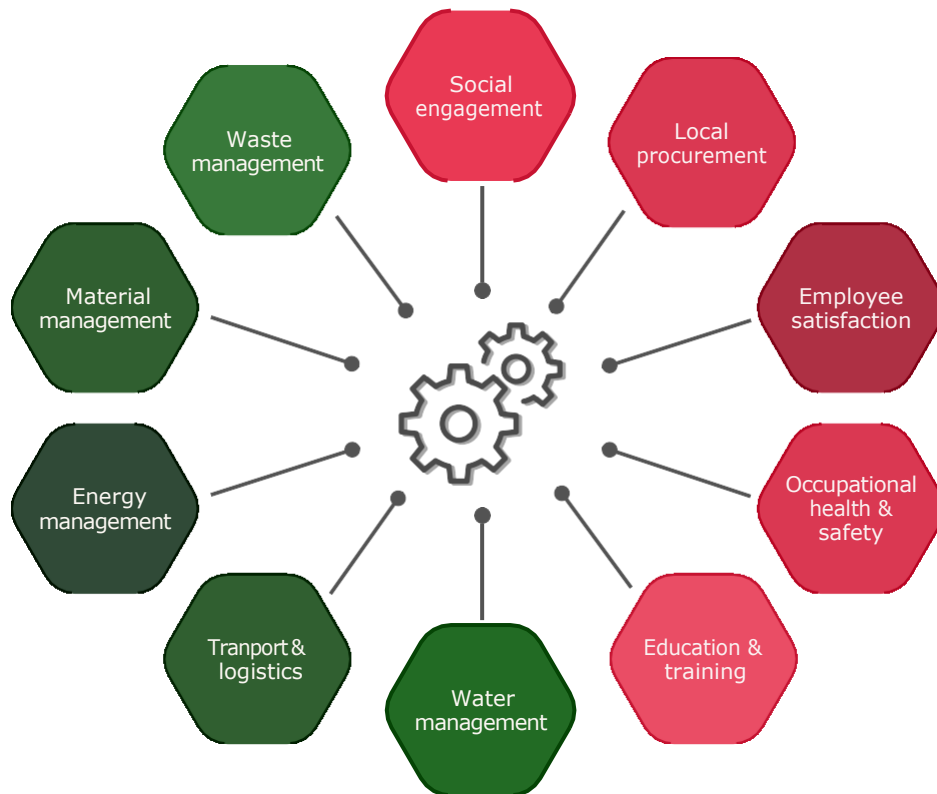
We offer training and career advancement opportunities to help our employees enhance their skills and competencies, both professionally and personally..

We support **variety and presence** and do not discriminate against any person based on race, colour, religion, sex, nationality, age, disability, or other characteristic.

We foster engaging workspaces that uphold high social standards and ensure safe and healthy conditions for our employees.

We cultivate a culture of strong business ethics and integrity throughout our organization and commit to conducting our operations with transparency.

We take necessary steps to safeguard the data privacy of our employees, customers, and business partners.



As a tightly-knit working community, fostering synergy between different offices, divisions, and teams within UAC is crucial. In a working environment that often feels segmented, the connections between various parts can appear diminished. Therefore, the sustainability team aims to advocate for a more integrated, systems-based approach.

The environmental and social aspects of sustainability are highly intricate and ever-evolving systems. Each action we undertake carries a corresponding impact. Given the complexity and variety of these issues, it is clear that our focus needs to move from isolated topics to tackling multiple interconnected issues at once.

UAC is committed to incorporating environmental and social factors by adopting the long-term, holistic perspective that characterizes systems thinking. Consequently, the sustainability team will concentrate on developing new operational methods, innovative strategic frameworks, and, importantly, on encouraging interaction and involvement among UAC employees.

UAC has established a strong base for developing its sustainability strategy. Although having a dedicated sustainability department is crucial for UAC, the company has long been incorporating sustainability considerations across its various divisions and facilities. Key achievements so far include:

## CSR measures

“ The focus must shift from individual topics, to addressing multiple interrelated issues simultaneously. ”

## Material management

Within its process and material management, UAC seeks to reduce resource consumption and to implement circular economy principles.

Usage of recycled PP (rPP) pellets to reduce the amount of virgin PP material applied in operations.

Reduction of paper and print colour toner consumption by only printing brochures in English and providing a digital system for document/invoice management.

## Waste management

UAC has a waste management system in place in its production halls and office facilities to allow waste separation and recycling.

Facilitation of the differentiated collection of scrap cutting materials to repurpose cutting inserts, if still operational.

Utilization, and therefore recycling, of single-use plastic packaging material in production processes.

Preparation of communication materials to encourage staff to increase recycling fidelity to support the waste management measures.

Collection and composting of organic waste in the offices in Jeddah.

## Energy management

UAC has implemented various energy initiatives and further aims to increase the prevalence of renewable energy utilization in the company.

Promotion of renewable energy by installing Solar Panels lighting system in the factory as well as in the offices.

Installation of LED lighting in the production halls and enhancement of the insulation (e.g. windows and roofs) further reduces energy consumption.

Installation of automatic lighting sensors to contribute to lowering energy consumption.

Reduction of energy consumption in the lamination machines by using special additives in the production process for more energy-efficient models and to allow for savings between 35-40%.

Focusing on sustainable investment products in UAC's security holdings to stay true to its environmental objectives and to exercise an environmentally-conscious business culture.

Implementation of regular maintenance and energy efficiency checks to ensure that all equipment is functioning properly, and to identify any potential leakages or inefficiencies.

## Transport & logistics

Maximizing travel efficiencies and leveraging remote working possibilities is an increasingly important area of focus for UAC.

Facilitation of remote working options, building on the lessons learned from the COVID-19 pandemic and the increased capacity for remote working.

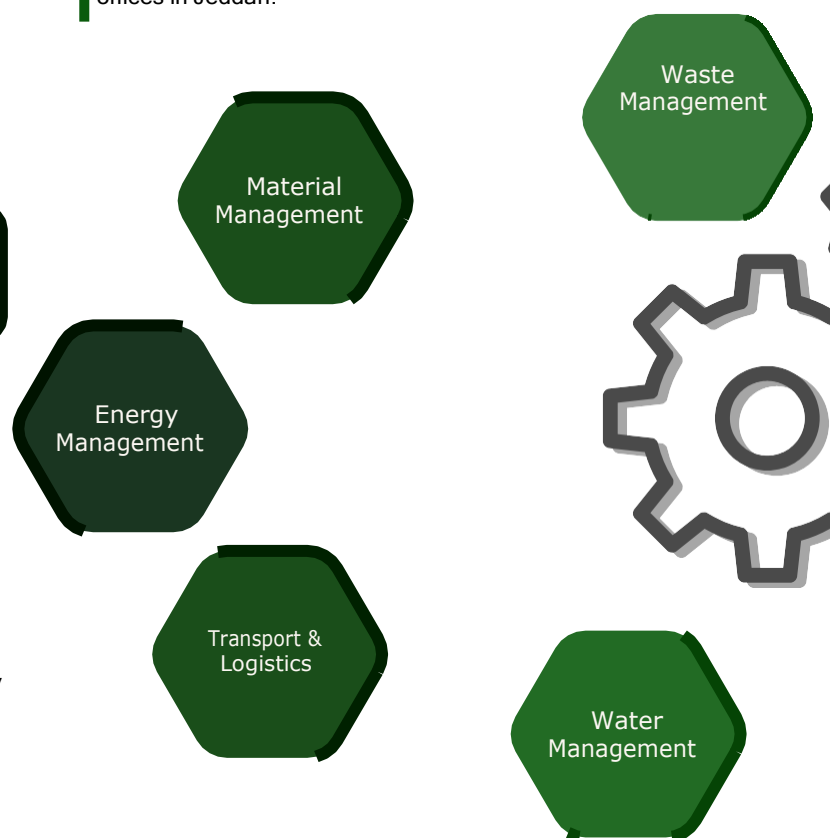
Reduction of business travel for most employees by providing an excellent living for individuals and family nearby the industrial city to reduce the travels.

Promotion of public transport and/or car sharing where possible and provision of public-transport tickets.

## Water management

Water is a crucial resource which is vital for life. As with all other forms of consumption, water usage is carefully monitored in UAC.

Implementation of regular maintenance checks of water consumption to detect any potential leaks early.



## Social engagement

UAC places importance on social engagement and supports the communities in which it operates in various ways.

Training students and making a suitable area for disabilities workers. Also transplant 150 trees in the second industrial city in Jeddah.

Regular engagement with the local municipality of the main facility to explore new opportunities to support local investment and development.

## Local procurement

UAC procurement approach is designed to maximize transport and logistic efficiencies and sustainability. UAC got a certificate that around 50 % of the purchasing is made from local

Introduction of local and regional sourcing and procurement. Where possible, local companies and vendors are selected, including local craftsmen for construction projects.

Expansion of the capacity of local production sites in selected locations in order to improve added value and to lessen travel and logistical burdens and requirements.

## Employee satisfaction

UAC aims to increase employee satisfaction by retaining and fostering talent and vision, and providing a supportive and inclusive workspace.

Organization of regular company events to enhance the internal communication among staff.

Support of a work-life balance by providing the possibility to work part-time and flexitime.

Allotment of bonus payments to ensure that staff share in the proceeds of the profits in a successful financial year.

Financial support for childcare, for example by covering a portion of the cost for day care facilities.

Provision of various communication channels, including magazines and press releases, to promote dialogue, transparency, and engagement with the company activities.

Installation of access ramps and elevators to provide open access in the offices and other buildings, to increase the inclusivity of workspaces and make it suitable for disability workers.

## Occupational health & safety

UAC is dedicated to ensuring the health and safety of its employees, and providing them with a comfortable and secure working environment.

Provision of personal protective equipment, including protective clothing and shoes as well as masks and disinfection gel.

Support for employees who want to quit smoking by providing workshops, as UAC is a non-smoking company.

Installation of extraction units for the improvement of indoor air quality in the production halls, and height-adjustable working desks to ensure more comfort.

Provision of vaccine programs, medical check-ups, and regular ordination hours by company doctors.

Providing a full coverage insurances for all employees with their families.

Promotion of mental health and employee well-being by supporting and organizing sports events for staff.

## Education & training

UAC supports training programmes and further provides opportunities for young people to explore a career in technical and mechanical fields.

Support of dedicated training programs for apprentices, including the offer of trainings in Engineering.

Promotion of summer internship opportunities for students to encourage young people to develop transferrable skills in a dynamic and supportive workplace.

Provision of specific trainings for local technicians in machines supplier facilities.



United Accredited Company (UAC) has a longstanding commitment to sustainability, having embraced the principles of circularity for over three decades. Early on, UAC introduced recycling practices into its production processes and established dedicated divisions focused on recycling technology and sustainable solutions. Central to UAC's approach is the circular economy concept, a regenerative model where waste products are reused as inputs in a closed-loop system, aimed at reducing natural resource consumption, minimizing waste, and fostering sustainable growth and employment. This approach also addresses ongoing environmental challenges while maintaining the value of products, materials, and resources for as long as possible.

UAC applies these circular principles throughout its operational processes, with several initiatives demonstrating the commitment of its divisions to sustainable practices. For instance, UAC collaborated with local partners in the Jeddah region to provide children with school supplies packaged in materials made of 100% recycled polypropylene (PP). This initiative ensures that packaging is made from newly created PP materials composed of 100% recycled, unprinted mono material that can be perpetually recycled into food-grade quality products. The used materials are collected following delivery, then washed and processed using advanced recycling technology developed by UAC. This project significantly reduces the amount of packaging waste generated annually and has earned UAC recognition with several prestigious environmental awards.

Beyond its operational efficiencies, UAC promotes environmental awareness through workshops and seminars in local schools and community centres, educating young people and residents about the importance of recycling and sustainable living. The company also invests in state-of-the-art technology to enhance its recycling processes, incorporating innovative machinery that optimizes the use of materials and energy.

Additionally, UAC prioritizes suppliers who adhere to environmentally friendly practices, ensuring that the entire supply chain aligns with its sustainability goals. This proactive approach extends to partnerships with local governments and non-profits, focusing on large-scale projects that promote water conservation, energy efficiency, and waste reduction, contributing significantly to regional sustainability goals.

Through comprehensive initiatives, ongoing commitment to innovation, and community engagement, UAC not only enhances its corporate image but also makes a profound impact on sustainable development, reinforcing its position as a leader in corporate responsibility in the environmental and societal spheres.

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Within a given cycle, all segments of the chain must work in harmony and cooperatively, in order to make a fully closed loop system.

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Circular  
Economy

## Stakeholder Engagement

UAC has already begun identifying the key sustainability themes that are most significant to its stakeholders, aiming to make the company's sustainability initiatives inclusive and participatory right from the outset. To achieve this, a stakeholder engagement survey was initiated and shared with employees, partners, customers, suppliers, agents, and other relevant groups. This survey is intended to collect extensive and diverse input and feedback on the crucial sustainability issues for UAC, from the viewpoint of its varied stakeholders.

In 2024, UAC will enhance its data collection efforts through stakeholder dialogues conducted during open house events at its facilities, incorporating direct qualitative interviews. Future initiatives will concentrate on applying these insights, with the results being highlighted in upcoming UAC sustainability reports.

## Ongoing initiatives

Several initiatives are currently being planned and developed. Future projects and programs will be guided by the results of the sustainability survey. The sustainability team will apply these findings within UAC, facilitating their adoption and implementation where suitable. To ensure ongoing support for our employees and to prioritize their wellbeing, the following measures are currently in development:

## Sustainability Reporting

Quantitative metrics are crucial for establishing UAC's baseline sustainability performance. After this baseline is set, key performance indicators (KPIs) will be developed to measure the company's progress and identify areas needing targeted improvement. Future reports will feature these KPIs, with each sustainability report covering data and best practices from the entire previous year. For example, the 2024 Sustainability Report will present data and success stories from 2023.

- Implementation of actions to expand **energy efficiencies** throughout our facilities
- Upgrade of **public transport** and company transportation.
- Establishment of a comprehensive **data collection** and **monitoring system**
- Development of an improved **information exchange between management and employees** to ensure a broader green transition in UAC
- Increased uptake of **sustainability concerns** during the work routine

UAC's Road Ahead

The commitment of United Accredited Company to recovering 100% of the waste generated in our operations highlights our role as an environmental steward in the industry. Our proactive approach in waste management exemplifies our dedication to sustainable practices and environmental responsibility.

The targeted use of solar energy for lighting has not only contributed to our energy conservation efforts but also significantly bolstered our commitment to environmental stewardship. This initiative serves as a model for integrating renewable energy into specific operational areas effectively.

The strategic integration of recycled materials into our production processes underscores United Accredited Company's dedication to environmental stewardship and resource efficiency. Continuous improvement in this area will strengthen our market position and contribute to broader environmental goals.

The initiatives taken in 2023 have resulted in substantial energy savings across the company. Continued focus on innovative solutions and employee engagement in energy conservation practices will be crucial to achieving and exceeding our long-term energy reduction targets.

United Accredited Company is actively enhancing its end-of-life product management, promoting a circular economy through the use of recycled materials and efficient recovery of products after use. These efforts are pivotal in our strategy to reduce environmental impact and promote sustainability. The initiatives undertaken in 2023 have resulted in a decrease in water consumption by 10% compared to 2022. Continued focus on water management strategies will be essential to achieving further reductions and sustainability goals.

Zero waste from our production as we sold the waste after recycle or reuse them. • Carbon Footprint Reduction: Reducing over 3,200 tons of CO2 emissions annually.



“

UAC will keep enhancing its sustainability efforts, increasing both the scale and ambition of its initiatives.”



THANK YOU