

Introduction

Our ESG Principles



Environment

We are committed to environmental stewardship and minimizing our environmental impact



Social

We are continuously investing in our people, and fostering a safe, diverse & inclusive culture. In addition to serving the community in which we reside in.



Governance

We are committed to protect the interests of all the stakeholders and comply with all relevant laws and regulations.



Introduction

Alignment with the United Nation's Sustainable Development Goals (SDGs)

Through the founders' own charitable hospital, medical equipment donations & case sponsoring, OW works to ensure equitable access to healthcare



Wastewater treatment units have been installed to comply with the legal requirements of safe disposal of industrial wastewater

The Group emphasizes this through setting annual energy targets & effective waste management, ensuring 0 discharge



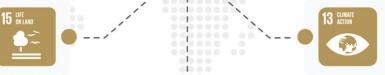
The Group is introducing new products made of recycled plastic as part of its contribution to save life under water

Provides financial sponsorship and social oral support to university students & provide the necessary equipment to disabled students for equal scholarly access



The Group began its shift to clean energy by installing a 259 kw solar power plant at one of its mega show rooms, and has started rolling out outdoor solar lights with motion sensors

The Group's environmental Impact assessments and mitigations positively impact life on land.



OW sets annual energy targets, with carbon emissions down by 5% in 2022, in part by 403k trees planted in order to offset CO₂ emissions by 8.8k tons



Protection of labor rights and promotes inclusive, safe & secure working environments for all workers, including the prevention of child labor

Environment (1 of 5) Climate change Strategy

Climate change Strategy 2020-2025

Strategy Objectives

OW is ISO 14001 certified.



Oriental Weavers is committed, within the framework of its social responsibility, to the preservation and development of the environment in which it resides. While the Group have a formal environmental policy in place, OW manufactures its products in compliance with ISO 14001 and the relevant country's laws and regulations. Additionally, OW continuously seeks to reduce the impact of its activities on the environment by the use of safe technological methods and clean energy, and the reduction of waste by preservation and recycling



Annual Assessments

The Group carries out an Annual Environmental Impact Assessment, which takes place every year to identify the environmental aspects and their impact and set an action plan to mitigate risks.



Greenhouse Gases

The Group is committed to reducing its greenhouse gas emissions by 30%, within the coming 5 years. Through the implementation of energy management system, Installing CHCP and Installing solar power stations 5 MW



Waste Management

The company strategy is to reduce 50 % generated solid waste within 5 years . An internal policy for waste recycling has resulted in .30% of generated solid waste being recycled internally. Currently we are GRS certified



Energy Consumption

Energy efficiency measures at OW factories have achieved energy saving more than c.10 % annually. OW is now using outdoor solar powered light in some of its factories



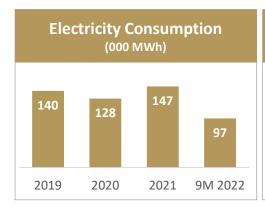
Water Consumption

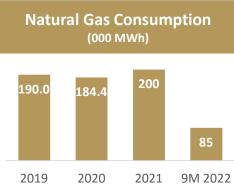
OW strategy is to reduce water consumption by 20 % within 5 years by: modifying its technology to transfer the significant water consumed to zero liquid discharge by Using underground water for irrigation

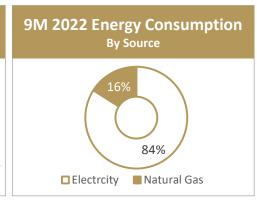
Environment (2 of 5)

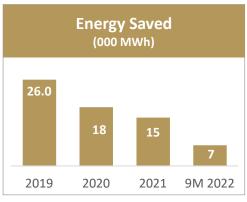
Environmental KPIs

Energy Consumption



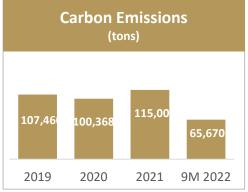


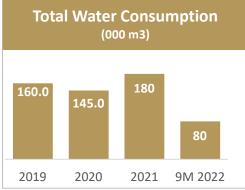


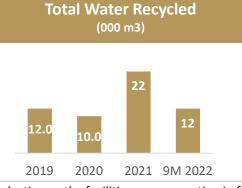


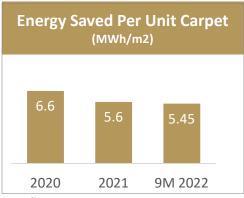
Carbon Emissions

Water Consumption









The increase in KPIs is due to increase in production as the facilities were operating in full capacity

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Environment (3 of 5)

Solid Waste Generation by Type & Weight

The Group generates solid waste is approximately 3000 tons per from different industrial process such as synthetic fiber and carpet manufacturing. Approximately 30 % of this generated waste is recycled internally or sold to a sister company to be used as a raw materials for production. We are GRS certified for internal recycling and using recyclable material.

Waste type	Ton/yr	Recycling
Poly propylene yarn waste	160	Internally
Polyester yarn waste	120	Internally
Polyethylene waste	120	Internally
Wooden pallet	1,200 counts	Internally
Carpet solid waste	280	Externally (sold)
Cartoon waste	80	Externally (sold)
Yarn waste	400	Externally (sold)



Environment (4 of 5)

Climate Change

OW monitors, assesses and specifies the following risks and opportunities related to climate change and consistently works to contribute to the mitigation in climate change mitigation through the investment in new technologies, energy efficient equipment, recycling process and staff learning. The Group has developed an Emergency Committee that is responsible for all emergencies, including any related climate change risks



Identified Risks



Water Supply

Any affect on the Nile basin, which supplies c.95% of the water consumed in Egypt, coupled with high population growth rates, could significantly impact Egypt's water supply, which would directly impact the business



Machinery Damage

OW's machines, buildings and infrastructure can be vulnerable to climate change and can be damaged or rendered unfit for use by any changing climatic condition or extreme weather event such extreme precipitation/ floods, or high temperatures



Human Health

Rising temperatures have consequences for arduous working conditions, related to a direct impact on occupational risks (discomfort, dehydration, heat strokes, etc.), and an indirect impact, such as chemical risks associated with the inhalation of volatile substances.



Agriculture

Rising temperatures or possible heavy rains and flooding in the low-lying delta of the river Nile, which supplies much of Egypt's agricultural needs, could lead to considerable loss of agricultural lands.

ESG report

Environmental Initiatives (5of 5)

In March 2022- The inauguration of a solar power plant above OW's Alexandria showroom

A continuation of OW's efforts in achieving the sustainable development goals. Oriental Weavers has initiated its transformation towards clean and renewable energy by the inauguration of its first-ever solar plant in Alexandria. The plant operates at a capacity of 259 KWh and is expected to generate over 520 MWh and eliminate up to 262 tons of CO2 emissions every year. its located above OW's Alexandria Showroom







Generated Energy 347,717 kWh

Emissions Reduction 343 ton CO2

Equivalent trees planted 18,686

*Figures as of Oct 2022

Planting Trees in Egypt and UK

In its local market, Oriental Weavers has collaborated with its real estate arm to launch a tree planting initiative, with the goal to plant a total of one million trees by the end of 2025. So far, Oriental Weavers has successfully planted around 403K trees, leading to an annual carbon footprint reduction of over 20.7K tons.

Internationally, the Group's hospitality arm has joined a UK-based initiative that gives customers the opportunity to plant a tree with every meter of carpet they purchase. This initiative aims to contribute to the planting of 10K trees by the end of 2022.

Social (1 of 4)

Overview

In line with

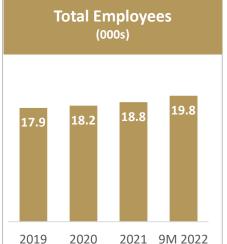


The company adheres to industry best practices in terms of employment contracts, wages, benefits, policies, working hours and gender nondiscrimination, exceeding domestic requirements and complying with international standards. When it comes to its people, Oriental Weavers's HSE policy falls in line with both Egyptian Labor Law as well as the US' Occupational Safety & Health Administration (OSHA) and the International Labor Organization (ILO).

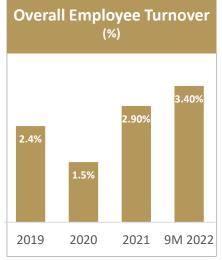
Our Code of Professional & Ethical Conduct

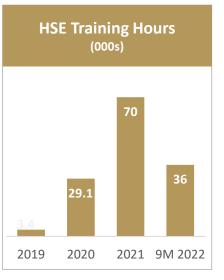
Oriental Weavers developed and implemented Code of Ethical and Professional Conduct, that is inline with both; International agreements and best practices, and Local laws and regulations. Multiple seminars and awareness sessions were conducted across OW departments to raise awareness and compliance with the code. The new code sets the expectations of OW and its stakeholders and reflects OW's core values:

Integrity, Responsibility & Commitment Innovation, & Customer-Centric



Workforce KPIs





Social (2 of 4)

Our Policies

Health and Safety

Oriental Weavers is committed to providing a safe work environment and is equipped with the tools and procedures for the prevention of occupational accidents. This includes firefighting and first aid, the provision of emergency phone numbers for hospitals and educating our employees with the necessary HSE training at the Group's various sites, with 17 thousand HSE training hours provided in 1H 2022.

Child & Forced Labour

Oriental Weavers adheres to the International Declaration of Human Rights and maintains a set of transparent human resources policies and procedures for management and employees, as well as with our suppliers and service providers, to ensuring no form of forced or child labor.

Sexual Harassment

Oriental Weavers is committed to providing a safe environment for all its employees, and implements zerotolerance policy for any form of sexual harassment. The Group treats all incidents seriously and promptly investigate all allegations. Any person found to have engaged in sexual harassment will face disciplinary action, up to and including dismissal.

Anti-bribery / Anti-corruption (ABAC)

Oriental Weavers does not offer or offer, directly or indirectly, anything of value to a third party, including any government agency, to unethically influence any business decision they should make or to gain an unfair advantage. OW has a whistleblowing mechanism, where all complaints are directly reported to the chairman. Investigations are implemented by an investigation committee to resolve the matter.

Antidiscrimination

Oriental Weavers is committed to providing a workplace free of discrimination in all its forms between employees, whether on the basis of religion, color, shape, gender, race, marital status, age or capabilities. Everyone is equal in rights in terms of wages, salaries, benefits and working conditions.

Social (3 of 4)

Oriental Weavers Academy

Oriental Weavers provides its employees with world-class specialized education and training in-house through tailored training courses held at its own Oriental Weavers Academy.

Number of Employees who have completed Training in 9M 2022 YTD by Subject



572

Operational Skills

Technical training for production



578

New Recruits
General training



Health & SafetyBasic & Advanced Training



15

Quality ManagementBasic & Advanced Training

69

Management Skills
All Departments



1,808

Total TraineesBasic & Advanced Training

Social (4 of 4)

While there is no set impact/investing policy framework, the Group has made significant donation to both the healthcare and education sectors, alongside other charities and has participated in a number of private/public sector initiatives geared towards social development

Healthcare



Oriental Weavers supports the activities of several nonprofit medical organizations in Egypt such as NGO and governmental hospital in its conviction that the most vulnerable people have equal access to suitable healthcare

The Khamis Family owns its own hospital "Khamis Hospital" that dedicates half of its profits to charity cases. EGP 10 million were injected into the hospital in early 2022 to fund its renovation- a new CT unit was established- new OR , laboratories, IC unit, blood bank and a children unit .

OW has been donating medical equipment to both public and NGO hospitals, both before and during COVID -19 pandemic, supporting the healthcare sectors' needs during the crisis

OW has built, prepared and equipped a number of medical units and hospitals in Egyptian villages (Kafr Al-Sheikh, Belbees and others)

Education



Oriental Weavers recognizes the importance of high-quality education and has been teaming up with the Ministry of Education and other organizations for the betterment of society

OW has sponsored 300 students through a program titled "Top 100 students", in cooperation with the Ministry of Education, which provides full financial and moral support to 1) the highest-ranking secondary school graduates for their journey into university and 2) the highest-ranking elementary school graduates for their foray into secondary school. The program has been running for the past 17 years

OW partnered with other organizations for summer training and interns programs for engineering students at the Group's production facilities

Inkind donnations: OW provided wall to wall covering to number of Mosques in addition to thousands of homes within Hayah Karema program.

Others



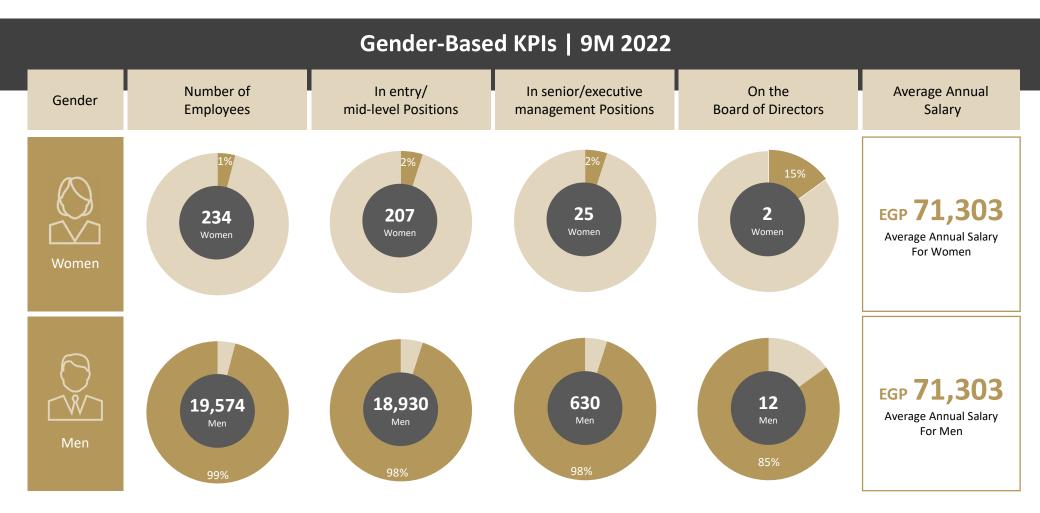
Oriental Weavers has partnered with various public charities to improve the quality of life for the disabled alongside other initiatives aimed to provide equitable opportunities to the Egyptian population

OW has helped people with disabilities by providing them the necessary equipment to live a high-quality life with equitable opportunities. The Group has its own unit for speech delay services

OW Partnered with Tahya Misr, a government-led charity, on a number of initiatives to help the underprivileged and underserved.

OW provided financial support to hundreds of Families in addition to the distribution of Ramadan boxes during Ramadan. OW joined efforts with Egyptian Clothing Bank to help families in need with Winter blankets and clothes within اليد الدفا "campaign. The Campaign covered thousands of families across Sharkeya governorate.

Governance (1 of 2)



100% of ORWE employees work full-time

Governance (2 of 2)

With more than 20 years served with Oriental Weavers, the Group's world-class executive management team, many of whom also serve on OW's board of directors, have been instrumental in the Group's long-term success, with each member contributing in their own way to develop OW into a leading global producer in the machine-made carpets.

Key Select Executive Management Team & Board Members

Results-driven Leadership

24+ years



Farid Khamis

Non-Executive

Board Chairman

Serves as an executive board member for a number of OW subsidiaries.

recognized strategic leader in the carpet industry known for her contributions to both the industry and Oriental Weavers Established advanced technology to create innovative yarn systems, constructions and designs

Member of numerous business organization



40+ years

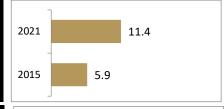
Salah Abdel Aziz
Motalab
CEO & Managing Director
Executive Board Member

top-tier planning & administrative positions within OW, such as heading the projects and contracts department and subsequently the planning

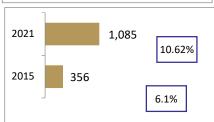
Held numerous

Spearheaded
Oriental
Weavers'
expansion
program and he
continues to do
so in his current
position as CEO
of the company.





Net Profit | EGP mn 2015-21 CAGR: 20.49



Mohamed Mahmoud Fawzi Khamis

Executive Board Member, MD for Development Affairs

Managed and completed the extensive development of OW's domestic distribution network, leading to a marked increase in the company's domestic market share.

Farida Mohamed Farid Khamis

Non- Executive Board Member

Serves as board member for a number of OW subsidiaries, completed training sessions at Citibank in New York and EFG Hermes, and is a member of numerous business organization.

Amr Mahmoud Fawzy Khamis

Executive Board Member, MD for Manufacturing

Specializes in planning, sales and marketing activities, and was instrumental in growing and developing the operations of OW and was intricately involved in supply chain and production management.

Dr. Khaled Abdel Aziz Hegazy

department.

Non- Executive board Member

Dr. Khaled A. Hegazy, is a founding member of Hegazy Consult providing professional management advisory services, and Crowe Hegazy, a professional accounting firm.

Ashraf Bakry

Non- Executive board Member

Ashraf Bakry is a board member and the Vice President of Future Fit Operations of Unilever in the North Africa and Middle East region. He has over 25 years of experience in both Supply Chain and General Management in multinational organizations

Ayman Ismail

Non- Executive board Member

Ayman is a Harvard graduate received numerous global awards for his leadership, strategic thinking and marketing achievements. After 26 years at P&G and PepsiCo, Ayman joined Mountain View as the Co-Founder, Chairman & CEO to lead the expansion of the group business