



ANHAM

## SUSTAINABILITY REPORT 2020

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We at ANHAM wish all of you continued good health in these very trying times of a COVID-19 reality. Our business models have recently been dramatically changed and they may be that way for a prolonged period. These changes present daily challenges that can help fuel our imaginations and help us develop more efficient methods for accomplishing our missions.

Please stay safe and let's do our part to help end this challenge as quickly as possible and return to our best selves once more.

Looking to the future at ANHAM we have the opportunity to enhance the wellbeing of thousands of people and deliver services that make our customers' lives a little easier. We are committed to doing this responsibly — to delivering the highest level of service, while taking an active role in supporting the community, managing resources carefully, and reducing waste.

We also recognize the importance of building bridges between our sub-contractors and the local communities through initiatives that stimulate long-term development. Investments in, for example, fruit and vegetable production, training centers, and transport infrastructure all allow local communities to prosper long beyond the lifecycle of our contract in the Host Nation.

I would like to thank each and every one of ANHAM's employees for their efforts during 2019, and I look forward to doing even more together in the years ahead.

A handwritten signature in black ink that reads "Jay Ward". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

JAY WARD  
Chief Executive Officer

# ABOUT THIS REPORT

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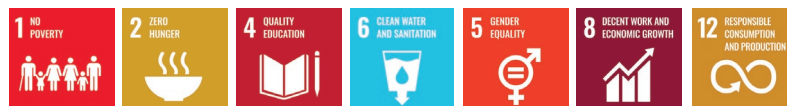
## OUR COMMITMENT

Corporate Sustainability has had many monikers in the past, but the concept has stayed true to its core belief, that if you conduct business in a way that shows respect for people and the environment - these principles will provide benefits for your company, so it is good to know these are the principles that have characterized ANHAM's approach since our start, whether consciously or not, we have adhered to these principles in spirit and deed.

In late 2019, we began to turn these principles into a structured sustainability strategy and looked to establish a strong foundation for the years to come. In 2019, we also strengthened our commitment to the United Nations Global Compact (UNGC) focusing on the three major areas of influence for ANHAM in Afghanistan; Equity (people), Economic (poverty), and Environment (resources). We'll incorporate the various United Nations Sustainable Development Goals (UNSDG's) that we have chosen to focus on for 2020 and the beyond. These are SDG

Goal #1 – No Poverty, Goal #2 – No Hunger, Goal #4 – Quality Education, Goal #5 – Gender Equality, Goal #8 - Decent Work and Economic Growth, and Goal #12 - Responsible Consumption & Production.

Besides further integrating sustainability into our business strategy in 2020, we will put considerable time and effort into measuring our baseline and beginning the process of setting our sustainability targets for 2020 and the future against those data points from 2019.



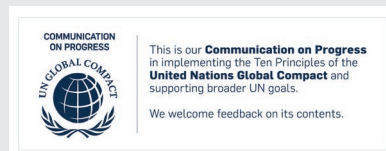


## MEASURING OUR BASELINE

We have taken it upon ourselves to utilize the data points from our most recent CY of 2019. With these baseline numbers we will be able to establish the sustainability targets and goals for CY 2020 beyond. This report details the progress made in SDG areas listed above, and highlights some of the important initiatives that will be launched during the year, and reports on other, longer-term developments.

In addition, we conducted a broad employee survey to help map our current status and identify any concerns. The results were encouraging overall, We will also survey our key suppliers and sub-contractors in Afghanistan and Dubai to learn more about their sustainability and compliance efforts, and their adherence to the standards we believe in.

In the area of People & Skills Development, one particularly successful initiative was a push to enroll as many people in the OSHA Safety Professional Course. This was not only popular with our staff, but also proved beneficial to our Occupational Safety, as we have so many more aware individuals that are looking out for the well-being of our workforce, which is a force multiplier for us on the ground.



## RECOMMITMENT TO THE UN GLOBAL COMPACT

ANHAM is one of the major international contracting companies operating in the Middle East, Afghanistan and North African Region, and we are committed to the UN Global Compact.

We believe that legal and ethical business practices, including the preservation of Human Rights, form the core of ANHAM's values and mission. Our goal is to be a market leader, while not compromising our commitment to our core values and our reputation.

ANHAM's Code of Business Conduct and Ethics addresses company policy relating to Human Rights and the prevention of potential abuses. The Code applies to all ANHAM officers, employees, agents, representatives and consultants working for, or on behalf of, ANHAM or any of its subsidiaries.

The specific topics covered in the Code include, but are not limited to, non-retaliation, commitment to the end of human trafficking, non-discrimination, and protections from harassment.

ANHAM takes its commitment to the values stated in the Universal Declaration of Human Rights very seriously, and through our Code of Conduct and mandatory annual training, ensure that all employees, agents, representatives and consultants working for, or on behalf of, ANHAM or any of its subsidiaries, abide by the same.

## **LABOUR RIGHTS**

ANHAM is committed to recruiting, hiring, developing and promoting employees without discrimination based on race, color, sex, age, national origin, religion, disability, genetic information, or veteran status. The Company believes diversity strengthens its work force and enhances its competitiveness. ANHAM expects its employees to treat each other with respect and to learn to appreciate other backgrounds and cultures.

## **ENVIRONMENTAL POLICY**

ANHAM's written Environmental Policy Statement Provides that we believe that businesses are responsible for achieving a good environmental practice and operating in a sustainable manner. We are therefore committed to reducing our environmental impact and continually improving our environmental performance as an integral and fundamental part of our business strategy and operating methods. It is our priority to encourage our customers, suppliers and all business associates to do the same. Not only is this sound commercial sense for all; it is also a matter of delivering on our duty of care towards future generations.

## **ANTI-CORRUPTION**

ANHAM has a very robust Anti-Corruption policy which includes extensive training, internal and external audits and investigations, and an easy-access reporting system. ANHAM firmly stands behind all relevant U.S. and international law concerning anti-corruption measures, including but not limited to the UN Convention Against Corruption.

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## ANHAM AT A GLANCE

 **2004**  
FOUNDED

**380** STAFF  
AS OF  
DECEMBER 2019

**3** MAIN SERVICE  
CHANNELS



**LOGISTICS**



**PROCUREMENT**



**PRIME  
VENDOR**

### WE ARE ANHAM

We are a leading logistic and supply chain company that are experts at procurement, transport, storage and distribution of subsistence and supplies in support of humanitarian, government and commercial customers.

### STATEMENT OF CONTINUED SUPPORT FOR THE GLOBAL COMPACT

ANHAM FZCO became a signatory of the United Nations Global Compact (UNGC) in 2013. The Ten Principles closely reflected our own philosophy, standards, and values, and we remain true to these values today. In 2020, we will deepen our commitment from the Signatory to the Participant level.

We look forward to participating in the UNGC Leaders' Week at the UN in New York. We look to also participate in the UNGC's meetings, workshops, and online learning Academy Sessions. We look forward to becoming a more active and committed member of the UNGC Local Network in Afghanistan.

# STRATEGY, PURPOSE & SDG UPDATE



## ESTABLISHING A BASELINE

In October 2019, we reassessed our approach to sustainability with a view to integrating our strategy with the company's core business activities and aligning ourselves with the UN's Sustainable Development Goals (SDG's). We narrowed down our sustainability priorities to six categories: #1-Poverty, #2-Hunger, #4-Education, Gender Equality, #5 Gender Equality, #8-Decent Work & Economic Growth, #12-Responsible Consumption and Production. It has become clear that, as a prerequisite to increasing the positive impacts and diminishing the negative impacts of our operations, we would need to set a clear set of targets

By the end of 2020 we will start to bring our new sustainability strategy to life. We will start by establishing a baseline within the six focus areas and we will begin

setting measurable targets utilizing the data points from our 2019 operations. In 2020, we will track our improvements against our 2019 data points and monitor our progress.

Our goal is to make sustainability a natural part of everything we do. Once our strategy targets are clearly communicated to all parties, it will be our goal to have our ANHAM staff to think about the environmental and social, as well as the financial, impacts of their decisions. The establishment of pilot projects in 2020 will give multiple ANHAM stakeholders a chance to engage with us in an open dialogue and to establish sustainability as a collective investment for ANHAM and our stakeholders.

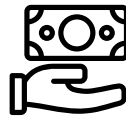


# ANHAM's FOCUS AREA

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**EQUITY**



**ECONOMIC**



**ENVIROMENT**

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## MANAGEMENT APPROACH

We have assessed the need for working groups within each of our focus areas. A working group will be formed for each of the topics: Poverty, Hunger, Education, Gender Equality, and Economic Development. This will ensure that a diverse set of viewpoints are taken into consideration when making recommendations on how to improve a specific area of focus.

To ensure diverse viewpoints are considered, all 6 focus area groups will include people from across ANHAM's operational locations, with varying levels of seniority and experience from different departments.

Initially, each working group will be tasked with setting the agenda for work to be carried out in its assigned area. They will be responsible for suggestions on how to implement and monitor the initiatives, as well as having input for the setting of ANHAM's sustainability targets for 2021 and beyond.

The next step is for KPIs to be set for each area of focus. Actions to deliver them will be driven by the relevant Group Leader.

## ANHAM'S SUSTAINABILITY KPI's

We present our first sustainability measures and targets in subsequent sections of this report for the year 2019 that are being used as baseline targets for the 2020 report. In the coming years, we will be adding other performance measures and goals, and we look forward to presenting more details on the initiatives and internal processes we've devised to achieve them.

ANHAM'S Initial sustainability KPIs have been set with long-term investment in mind, requiring continual evaluation, monitoring and expansion as we engage more deeply and broadly with all our stakeholders over time. Our interest and willingness to invest in our employees, local communities, and local vendors will continue to power progress for years to come.

In 2019 ANHAM deployed a new employee performance review format — a new platform for reviewing company, department, and employee performance.

Sustainability is firmly embedded in this system, and relevant measures will be considered when formulating KPIs for departments and individual employees over the coming months.

## HOW WE WORK WITH THE SDG's

As part of reassessing our approach to sustainability in 2020, we have mapped data from 2019 activities against the SDGs. Although we will constantly re-evaluate our approach, the table to the right lists the targets or goals and gives an example of how ANHAM can be impactful in the given area. It also shows how ANHAM can:

### Be Sustainability Leaders

With SDG's 1, 4, and 8 focus especially on combating poverty through higher labour numbers, increased commitment to educational opportunities for the LN workers and community children while increasing economic independence through the various programs established for local vendors.

### Create Positive Direct Or Indirect Impact

Two targets within SDGs 2 and 5 guide our efforts to distribute food and parcels and attempt to increase the number of women in the workforce.

### Mitigate Our Negative Impacts

Working with SDG 8 we will try to increase use of our local farmers for FF&V and use the Local Sub-cons and vendors for LMR and supplies. With SDG #6 Help construct freshwater wells in the host nation communities and SDG #12 reduce our carbon footprint.

## SDG OUTLOOK

ANHAM has chosen to focus on those community and individual needs and requirements for the 2020 Sustainability Report. Our commitment to our Community Stakeholders has never been stronger and we will continue to pursue the opportunities to contribute to the greater good of the communities we operate within.

ANHAM'S initial sustainability KPIs have been set in the knowledge that this is a long-term investment requiring continual evaluation, monitoring, and expansion as we engage more deeply and broadly with all our stakeholders over time. Our keen interest and willingness to invest will continue to power progress for years to come.

The continual utilization of the Afghan First LMR Fresh Fruits and Vegetable (FFV) program is one of the most progressive of the sustainable programs that stimulate income throughout the supply chain and is surely leading to a sustainable economy of scale for the future.

ANHAM is proud to be deeply involved and help in the program's success.





# RELEVANT TARGETS

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## OPPORTUNITY TO BE SUSTAINABILITY LEADERS

1.1 Continue to employ local nationals and work on incorporating female staff

4.1 Increase by 5% LN staff that participates in Mindflash Training

8.2 Increase the usage of the LFFV program through the Afghan First Initiative



## CREATE POSITIVE DIRECT/INDIRECT IMPACT

2.1 Increase the number of Eid and Food Parcels distributed in 2020-2021

5.1 Increase by end of 2020 the number of female staff for OCN employees by 15%

5.2 Increase the number of LN female staff by 50% by end of 2020

5.3 Increase the number of refurbished Schools and specifically All-Girls Schools by 2020



## RESPONSIBILITY TO MITIGATE POTENTIAL NEGATIVE IMPACT

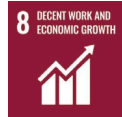
6.1 Increase the digging of freshwater wells by 10% in 2020-2021

8.1 Continue to increase the percentage of local purchases as much as possible to support the local economy

8.3 Continue to increase of the LFF&V program usage through DLA catalogue

12.1 Reduce the number of Trucks/Container missions by increasing cube volume and increasing case per pallet counts

# LABOUR RIGHTS



At ANHAM, we firmly believe that all our employees have the right to decent work in a safe and secure environment. This belief is enshrined in our Code of Conduct and Company Policies, which reflect our stand against harassment, discrimination and human trafficking, and our zero tolerance of bribery and corruption. All policy documents relating to employees and their rights are made available to staff in the primary working languages of the countries where we operate.

To ensure that everyone is clear about the behavioral standards we expect of them during their time with us, we run regular awareness-raising workshops and training courses to explain our company policies. We also encourage people to raise concerns or report any malpractice they observe using our anonymous whistle blower channel.





## EMPLOYEE SURVEY

In April 2020, we conducted a large-scale employee survey to help map current status and identify any labour-related subjects that require more focused attention. The survey included questions about policy knowledge, awareness of policy violations, and how comfortable employees are about reporting violations, discrimination, and harassment.

All AMHAM's permanent staff were asked to complete the survey, which they could do anonymously online. Our staff welcomed the chance to give feedback and shared lots of valuable insights that we are now using as a basis for our future HR, sustainability, and compliance efforts.

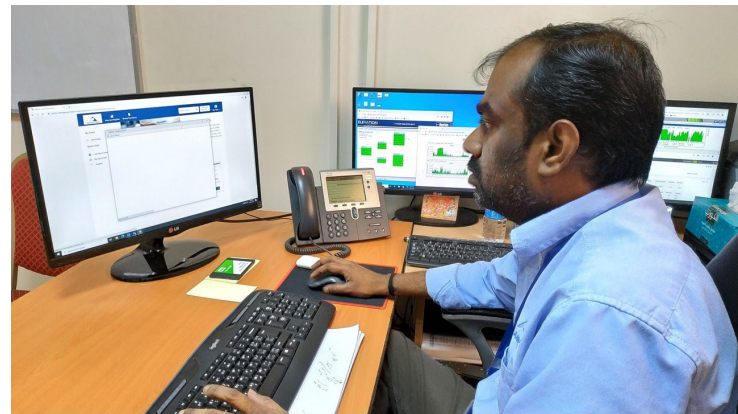
The results of the survey showed that ANHAM employees generally understand our company policies well, and the majority feel they have had adequate opportunity to ask questions about them. However, it became clear that not everyone knows how to report a policy concern or violation, or what is classified as a policy violation and what isn't.

This means we need to communicate more clearly on our reporting processes. It could also explain why we received very few reports that required action through our independent whistleblower channel in 2019. We are therefore planning further training on the reporting process and the use of our whistle blower channel in 2020.

The survey also indicated that some of our employees experience discrimination and harassment in the workplace, in spite of our best efforts and intentions. We are now taking actions to remedy this situation, beginning with a study to verify the number of people affected and to deepen our understanding of the situation.

The fact that survey data are filterable by location means we can target our efforts to

address the challenges faced by specific groups in specific places. We will strive to conduct an employee survey annually in order to measure our progress over time. For our 2021 survey, we continue to invest in a tailor-made employee survey tool created by external specialists. The new tool gives us more detailed data to work with and will therefore provide a more solid foundation upon which to build remedial measures.





## SUPPLY CHAIN EFFORTS

In 2020-2021, we will carry-out a smaller-scale survey with some of our key strategic suppliers in Afghanistan and Dubai, where ANHAM's PMO operational HQ is located. We want to know more about our supplier's sustainability and compliance efforts.

Through this exercise we will hope to learn how many of our suppliers have a sustainability strategy in place. If they have a plan in place, do they produce an official report or do they even document the details of their policies.

We will hope to learn if they have good waste-management practices and have anti-bribery and corruption policies. All of them must have policies against slavery, human trafficking, and child forced labour. We will help encourage them to reduce their environmental impact.

This exercise will be on a small scale, but it should give us a reasonably good understanding of our suppliers' current efforts and will guide the way we engage with them in the future.

In 2020-2021, we plan to sign up as many strategic suppliers as possible to our new ANHAM Supplier Code of Conduct. We will also request more detailed documentation of their efforts on social responsibility, environmental practices and key policies such as Anti-Bribery and Corruption, Anti-Slavery and Human Trafficking and Child Forced Labour. In addition, we will encourage them to put more resources into measuring and reporting progress.



## POLICY TRAINING

Our regular company-wide policy training continued throughout 2019, with extra effort to ensure local staff were included.

In the warzone of Afghanistan, which is one of our most challenging locations from a travel and communications perspective, a dedicated HR resource from ANHAM's office in Virginia travelled around to all the ANHAM work locations world-wide and conducted training and sensing sessions for our staff. In addition, we hired bilingual HR staff in several of our countries of operation to assist with matters relating to local staff training and communication.

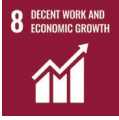
## EMPLOYMENT OF WOMEN

One very particular challenge we face at ANHAM is balancing the gender split among our employees working the Prime Vendor Program in Afghanistan. In 2019, just over 17% of our overall workforce in Afghanistan are female. Given the cultures we work in and the fact that much of our work takes place in a warzone, this is not too surprising. Indeed, we accept that ANHAM is unlikely to ever achieve gender parity.

What matters is that we continuously look for opportunities to address the imbalance by recruiting women and implementing policies that level the playing field for female employees. Increasing the number of women employed across the company is one of our targets for 2020 and beyond.

ANHAM has at this time just over 5% of supervisory positions held by females. In 2020 and into 2021 we look to increase those numbers, if all criteria are met at the time of a position opening. We will look at a wider range of CV when selecting candidates for hiring effectively widening the pool of candidates.

We currently have Female Managers in departments of Inventory, Claims, and ISO, but we must do more and get female managers into the operational departments lacking female representation.



## SETTING TARGETS FOR LABOUR RIGHTS

ANHAM offers employment within a framework of legal, health and safety provisions that aligns with international best practice.

All our employees are made aware of their rights, and mechanisms are in place to ensure that shortcomings can be reported anonymously and dealt with effectively.

Although our influence beyond ANHAM's own operations usually limited, we believe that by adhering to best practices and engaging with community leaders in a practical, non-political way.

We can contribute to broader improvements in labour Rights in the countries and communities where we operate.

We are excited by the prospect of continued growth in existing markets and expansion into new ones, not least because it gives us an opportunity to improve on our gender ratio. As mentioned above, this is not always easy due to the regions we work in and the nature of our business. Women are generally under-represented in formal employment in the countries where we operate, especially within our industry.

Our three-year target is to increase the percentage of women in ANHAM's workforce from 5% in 2019 to 8% in three years from 2020-2022.

We are confident that this ambitious target can be achieved through a variety of actions, starting with hiring mechanisms that specifically

## CONNECTION WITH THE SDGS



The fact that ANHAM offers decent and equal employment terms to all makes a direct impact on SDG 8 — Decent Work and Economic Growth, and specifically to target 8.4, Protect labour rights and promote safe and secure working environments for all workers.



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Our regular internal training on company policies as well as our supply chain engagement ensure that ANHAM employees and suppliers understand the problem of modern slavery and human trafficking, contributing to SDG 8 — Decent Work and Economic Growth, and specifically to target 8.6 — Eradicate forced labour, end modern slavery and human trafficking.



Our zero-tolerance of bribery and corruption supports progress towards SDG 4 – Quality Education, specifically target 4.5 — Reduce corruption and bribery in all their forms.





## PEOPLE & SKILLS DEVELOPMENT



Investing in the skills and development of those who work with and for us is not just good for our business. It also encourages spending on the local economy and has a significant, positive impact on the communities in which we work.

**Our goal has always been to recruit and develop local people whenever this is practical and economically viable.**

Over the years, we have identified opportunities to improve some of our operational processes and set about developing training programs in key areas using the platforms Skillsoft and Mindflash.

While we offer development opportunities to our permanent, international employees, we are going to focus our People & Skills Development efforts on our local staff as this is where we see the largest scope for upskilling.

We also invest in local suppliers, since this brings economic prosperity and stability and makes a real difference to local communities. It's a true win-win since local sourcing often also lowers our costs and reduces our carbon footprint.

### THE STORY BEHIND OUR LOCAL STAFF RATIO

At ANHAM, our aim is to maintain a high ratio of local to international staff. This aligns with our overall desire to be a responsible corporate citizen and, more specifically, with our ambition to support local communities. From the outset, we recognized the value of hiring and developing local talent. Over the past 7 years in Afghanistan, we have steadily built up the workforce and maintained very high ratio for LN's.

However, the diverse nature of our work does influence who we can hire and when. For example, projects requiring unskilled labor can lead to an increase in the ratio of LN to International Staff. Whereas a security-related project requiring skilled labor would lead to an increase in International hires. On average, we employed 74% or higher local staff in 2019. This is likely to change in 2020 (Current 68%) as the new health issues have caused all companies to re-evaluate their hiring practices. ANHAM will continue to be a leader in local hiring and training for the skilled and unskilled local labor pool. We relish the challenge of increasing the knowledge and capacity of our great Local Workforce in the coming years.

## OPPORTUNITIES FOR PROMOTION

One of the main reasons for training international and local staff is that it opens opportunities for promotion.

In 2019, 3% of International and 10% of our LN workforce were promoted to more senior positions. We would like to see more local staff being promoted. We have therefore set an ambitious target to place 13% of our local workforce into more senior positions over the next three years of 2020, 2021 & 2022.

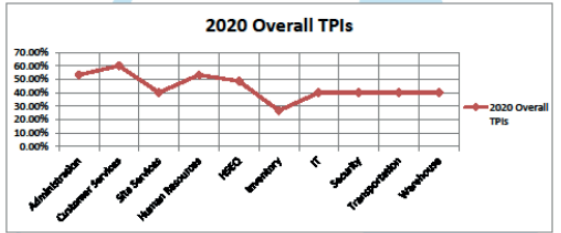
Since many of our local employees join us as unskilled, preparing them for higher positions is a big commitment involving significant time and effort on all sides toward On-Job-Training (OJT) opportunities.

To make this goal a reality, we will rigorously assess the skills levels of our existing local workforce in order to tap into potentially underused resources. In addition, we will encourage employees who have upgraded their skills through the ANHAM training program.

### Continuation Training Program

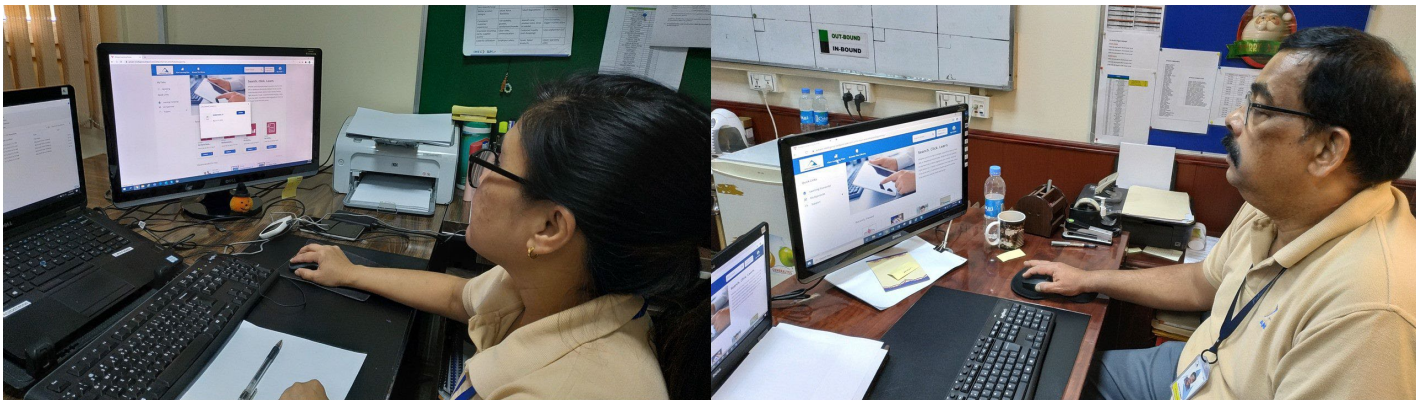
Below are the Continuation TPI's (Training Performance Indicators). Module 2 is for 2020 (Period covered: 01<sup>st</sup> May to 31<sup>st</sup> August) and departments should currently be at 20.00% (as the module is ongoing). The overall TPI, once all of modules 1, 2 & 3 for 2020 are completed, will be 100%. The highlighted departments in yellow are those that are behind the current schedule for the TPI. To date 44.20% of employees have been trained against the program.

Department	Department TPI Scores			Overall TPIs to Date
	Module 1	Module 2	Module 3	
Administration	100.00%	60.00%	0.00%	53.33%
Customer Services	100.00%	80.00%	0.00%	60.00%
Site Services	100.00%	20.00%	0.00%	40.00%
Human Resources	100.00%	60.00%	0.00%	53.33%
HSEQ	99.65%	46.32%	0.00%	48.66%
Inventory	80.00%	0.00%	0.00%	26.67%
IT	100.00%	20.00%	0.00%	40.00%
Security	100.00%	20.00%	0.00%	40.00%
Transportation	100.00%	20.00%	0.00%	40.00%
Warehouse	100.00%	20.00%	0.00%	40.00%
Average % of Staff Trained				44.20%



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Prepared by: Administration & Finance Manager| Authorized by: Program Manager

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## FIGHTING POVERTY WITH QUALITY JOBS AND LEARNED SKILLS THROUGH ON-THE-JOB (OJT) PROGRAMS

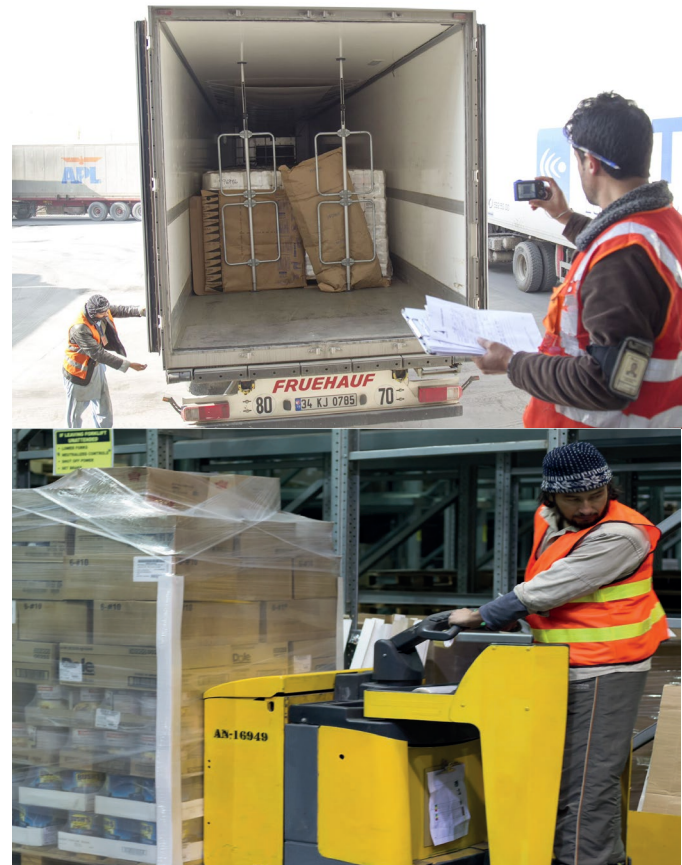
ANHAM has always strived to maintain a high percentage of Local National workers employed as part of the attempt to bring fiscal prosperity and to try to eliminate SDG Goal #1 - No Poverty - to Host Nation communities we operate within.

ANHAM has maintained over CY 2019 a 74% ratio of LN workforce, and in 2020 we currently are running at 68% due to the operational climate in the world at this time. Annually ANHAM injects over \$2.2million dollars in paid LN salaries into the local host nation communities in Afghanistan that we operate in.

This influx of money has helped elevate the local Host Nation economies and combated the worst of enemies, hunger at the root cause – Poverty.

ANHAM LN Supervisory Staff averaged 10% in 2019, and currently we have 7% of the LN Staff are in Supervisory or Managerial positions in 2020.

We are looking at other ways to develop the LN workforce and will strive to increase our LN Supervisory workforce over the coming years..





## DEVELOPING SUPPLIERS

At ANHAM we have long understood the advantages of local sourcing. It allows us to secure the supply of goods at an advantageous price and with low carbon impact. It helps our suppliers grow their businesses, based on the security of a long-term relationship with ANHAM. For all these reasons, whenever there is an opportunity to buy locally, we do.

ANHAM has a unique situation in Afghanistan with our Prime Vendor allows us to purchase perishable food product in support of the US Military throughout the operational theater of Afghanistan.

The AFGHAN-FIRST initiative encourages the local purchase of over \$18m dollars annually in Fresh Fruits and Vegetables (FF&V) from local community Farm Combines which supplement the International FF&V products brought in from the UAE.

In addition, the procurement of Fresh Bread products are procured from a local bakery (Mezzan), which is co-located within the ANHAM Warehouse complex. This operation accounts for over \$3m in revenue annually. The quality of the bakery products is second to none and will help sustain a viable industry long after ANHAM's contract with the US Military is fulfilled.

The largest contributor to the local Afghan economy within the AFGHAN-FIRST initiative - LMR Program - is the local purchase of Bottled Water (BTW), Canned Soda, UHT Juices, and Bagged Wet Ice from three separate Afghan manufacturers.

They provide world class products at three ISO Certified bottling plants and generate over \$32m dollars in revenue for the local Afghan economy. These are branded plants (Coke, Pepsi, etc...) that have started to supply their products country wide to civilian customers and to export their brands out to other countries.

These manufacturers serve the sustainability matrix very well and will provide a rich source of employment and revenue for all the local communities to prosper in the long term and we at ANHAM take great pride in our part to help these local businesses thrive.

## CONNECTION WITH THE SDGS



Our ethical hiring practices ensures a noticeable impact within the Host Nation community we support – for Goal #1 – No Poverty – that comes in the form of over \$2.2 million dollars payroll annually injected into the local economy.



Our policy of local sourcing combined with support for local suppliers contributes to SDG 8 — Decent Work and Economic Growth, and specifically to target 8.1 — Encourage 2% increase in local FF&V items in our FF&V procurement program.



Our efforts to increase the number of LN workers participating in OJT opportunities contribute to SDG 4 — Quality Education – and 4.3 – an increase of 10% LN OJT Participation in 2020-2021.



Our efforts to increase the number of people with useful skills contribute to SDG 5 — Gender Equality - and specifically to target 5.1 - Increase the number women supervisors by 3% in 2020-2021.

# RESPONSIBLE BUSINESS



ANHAM has always supported the local communities regardless of where our activities may take us. We believe in giving back to the communities through the provision of good paying jobs that can help combat poverty, hunger, and gender inequality at the community level, as well as contribute millions of dollars to the Host Nation's economy.

We accomplish our goals through different means, but all aim to combat three SDG's: Goal #2 - No Poverty – through the ethical hiring practices utilized to compile a contractual workforce, we offer good paying jobs that attack at the root-cause of modern-day poverty: Unemployment.

One of our most important SDG's is Goal #2 - No Hunger – ANHAM addition to the premium salaries for our LN workers contributes to community outreach programs

that address those populations that are less fortunate, but that have just as great a need for assistance than our workforce. Food Parcels, EID donations, and supplying the local orphanages are just some of the ways we help to address hunger within the community that we support.

One of the most difficult SDG's Goal to realize is Goal #5 - Gender Equality – due to the cultural roadblocks that we encounter within the communities that we support. ANHAM is making in-roads into this most difficult of issues, as we assist in bringing education to the younger population be, they male or female.

Within our own staff ranks we have made a commitment to promote gender equality in all areas of our operations.





## THE CONSTANT FIGHT AGAINST THE RELENTLESS ENEMY

ANHAM continues its Community Program and we also supply ANHAM meals to the Bagram Mosque. These are served at sundown for those attending to break the fast during Ramadan. We supply on average 300 cooked meals each evening for the first 4 nights of Ramadan and same for the last 4 nights. We also will be delivering on average 600 food parcels to the poorest villages just prior to the Eid celebration.

ANHAM also receives very generous donations of food products from our sub-contractors to add to our Community Program. These donations consist of dry food packages consisting of Bags of Flour, Rice, Tea, Sugar and Cans of Cooking Oil.

The various Schools and Orphanages are the beneficiaries of our stakeholder's kind hearts and generosity and we can't thank them enough for their assistance with this worthwhile program.

Apart from extremely busy operations to deliver double orders to our customer in preparation for the Eid Holiday, our International staff make a huge effort and continue with our Community Outreach Program.

ANHAM purchased 1K food parcels for the poorest families in the surrounding area, each parcel contained various dry goods that were delivered directly to the most needy in the community.

We will continue meet SDG's Goal #2 – Zero Hunger – and distribute these packages throughout our local community and strive to increase the average by 10% up to average of 1100 parcels in the 2021.







## REFURBISHMENT OF OVER TEN (10) LOCAL AFGHANISTAN SCHOOLS FOR ALL AGES OF STUDENTS TO INCLUDE AN ALL-GIRLS SCHOOL.

ANHAM has had a long history of contributing to the local communities wherever we are doing business. In Afghanistan, this has taken a very positive turn and we have been able to help refurbish damaged or abandoned schoolhouses and help them to reopen once again.

We have refurbished Orphanages as well as Refugee Camps and have been recognized by the Local and Central Afghanistan Government for our efforts

## LOCAL AND INTERNATIONAL STAFF TRAINING PROGRAMS - MINDFLASH AND SKILLSOFT

Our Mindflash Training Program offers a wide variety of continuing education courses that our International and LN employees are enrolled in throughout the year. There are mandatory technical and self-improvement courses that help enhance our contractual compliances and we have selected courses that employees can select for study at their own pace. These range from computer skills to language courses for example. There is also a wide range of Management Courses for our International and Expat Supervisors and Managers.



## CONTINUOUS SUPPORT FOR GENDER EQUALITY IN LOCAL EDUCATION FACILITIES

ANHAM continues its Community Outreach Program in Afghanistan, administered from our distribution facility in Bagram in conjunction with the Offices of the Governors of Bagram District and Parwan Province.

ANHAM supports the local Education Department by funding refurbishment of schools in the local district, to include plastering, painting, replacing windows and doors and generally making the school buildings a comfortable environment for the students.

ANHAM also funds the desks, chairs and books/pens and backpacks for all children in each school. ANHAM buys and distributes school uniforms to each school as many are impoverished in the district.

ANHAM completed the 34th school, this was also the second girls school completed. ANHAM continues this great outreach started in 2014 and has had many accolades from the District and Education officials in Bagram, Afghanistan.

The involvement with the local Afghan educational board helps ANHAM to address the UNSDG's of Goal #5 - Gender Equality- and Goal #4 – Quality Education.







## REFURBISHMENT OF THE FIRST ALL-GIRLS SCHOOL IN THE PARWAN DISTRICT

ANHAM continued our School Community program started in early 2014 and completed a total of 34 schools to date, with our 32nd school renovation being our first Girls school completed which was handed over on March 2019. Our Senior Local Community Officer (Ashuqullah) attended the opening on behalf of ANHAM. The school was plastered, painted and all windows and doors replaced.

ANHAM also handed over 200 x new desk, chairs, back packs including writing books, pens and school uniforms for all the girls. The school will be opening for the new term after the Afghanistan New Year. There was a total of 10 schools scheduled for completion by December 2019. ANHAM will continue this worthwhile program throughout 2020-2021.



## CONNECTION WITH THE SDGS



Through the ethical hiring practices and good paying jobs that contribute to SDG 1 - No Poverty and SDG 8 - Decent Work and Specifically target 1.1, to continue to support the local workforce.



One of our most important SDG's is #2 - No Hunger – and specifically 2.1 to increase the number of food parcels delivered increased by 10% up to 1100 meals for the most needed within the community.



Our most difficult to achieve SDG's Goal is Goal #5 - Gender Equality – due to the cultural roadblocks that we encounter, but we are committed to hiring and promoting more women in the coming years.

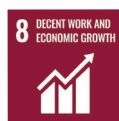


The refurbishments of the local schools helps us achieve SDG #5 – Specifically Target 5.3 - Increase the number of refurbished Schools and specifically All-Girls Schools by 2020-2021.





## RESOURCE MANAGEMENT



### THE DOMINIO EFFECT LOOKING TOWARD THE FUTURE

ANHAM has always strived to recycle and use responsibly the natural resources that are utilized within our operations and that contribute to making our operations successful.

We focused in 2019 to reduce our consumption of trucks, fuel and pallets by using recycled materials and realigning our loading cubed volume, which eliminates the number of trucks used for missions and which has a domino effect on consumption within our operations by reducing the quantity of resources used on a daily basis for trucks, fuel, and pallets, just to name a few. We have started to develop a clean water initiative 2019-2020 to bring deep-well water-pump stations to the various communities so they may have efficient use of this precious natural resource. These automated wells have led to better sanitation resulting in better health and quality of life for the community.

With a look to the future, we will research ways to reduce our consumption of plastic 500ml bottled water by making an investment into 5-gallon water cooler stations within the offices and warehouse opera-

tions. This will have a significant impact on our recycling of 500ml plastic water bottles, which totaled over 600k plastic bottles purchased for ANHAM consumption in CY 2019.

We will never stop looking for better ways to utilize our resources to help us sustain a better future for all of us.

## THE FIRST HURDLE, THE FIRST STEPS

There is no escaping the serious supply and logistical challenges of operating in remote and underdeveloped parts of the world.

Tackling these issues requires creativity and an ability to adapt quickly to changing conditions on the ground. We cannot ignore the prevailing culture in our industry, in which sustainability is rarely part of contract evaluations.

To encourage a shift in mindset, we will focus on whole life cycle costs and use real-world examples to demonstrate how we remain competitive and profitable while also operating sustainably within those processes where it is financially viable to do so.

This will be a gradual process that will take the full commitment of our Top Management and all Heads of Departments (HOD) dedicating their time and efforts into making this a reality within the ANHAM Prime Vendor Program.

The cost of doing nothing will most likely not be felt by our generation, but will come due, within our children's futures, and to all generations that follow.

The first step is now.



## DEEP IMPACT

One of the most important issues that we have addressed within the local communities is the need for construction of freshwater well pump stations, which have benefitted the local Host Nation communities.

The water pumps make drawing the water for the deep well much easier and allows for the control and regulation of the centralized water point. The increase in hydration and hygiene go along way to address the systemic health issues from lack of fresh drinking water.



## THE DOMINO EFFECT

The reduction in pallets used per day has a domino effect that results in our sub-contractors using less fuel and oil for the trucks per day, once again further reducing our carbon footprint through reduced emissions. The use of plastic shirk wrap is also reduced, adding to the benefits of improved palletization and load planning.

ANHAM is a major consumer of wooden pallets which are used for storage of subsistence within our 35,000 rack Prime Vendor warehouse. This resulted in over 635,000 pallets being procured and used in 2019.

ANHAM works together with our Local Pallet Supplier to ensure we receive only the best quality pallets, responsibly produced, and free of any hazardous chemicals or pesticides. The reduction in mission containers due to better utilization of outbound loading plans can account for up to a 15% reduction in pallets used as well as other down the line resources in 2019.

ANHAM is dedicated to relentlessly reducing the number of Truck/Container missions through the positive management of our loading volumes within the containers. For every Mc3 of volume that we can reduce with improved palletization schemes and loading patterns, we can reduce the number of pallets used per day, as well as reducing our carbon footprint by utilizing fewer trucks per day.

## CONTINUED STRIDES TOWARDS SUSTAINABILITY

One of our major partners is the Coastal Pacific Food Distributors (CPFD) which operates a large, state of the art, distribution hub and diligently to reduce the carbon footprint of their operations. This in turn helps ANHAM reduce our CFP.

CPFD recycles 100% of all Wood, Plastic, and Paper waste generated preparing ANHAM subsistence pallets for shipment overseas.

This has the beneficial effect of offsetting tonnes of equivalent carbon (Co2e) emissions from our operational carbon footprint.

CPFD innovates in other ways to reduce their CFP by utilizing LED Sensor Lights, Solar Power Facilities, offering telecommuting opportunities and adding additional insulation to their reefer containers to make them more temp efficient.





## THE DOMINO EFFECT CONTINUED

ANHAM has implemented for 2019, and now into 2020, the tracking of usage of our consumable resources utilized in making our operations work. The focus at this point is to ascertain the impact of a reduction in pallet usage during outbound operations within the warehouse operations. We have developed KPI's that will help us track this variable and how it affects all the other variables and, in the end, make a large impact not only financially for ANHAM but also in our sustainability profile.

We are using CY2019 as our baseline KPI and we have determined that we saved over 35,400 pallets by increasing our pallet height and reducing our truck/container usage throughout the year. This has equated into a financial savings of over \$177k USD for the CY2019 as well as helping reduce our equivalent Co2 emissions and also our carbon footprint, which is a win-win situation for all. We have saved over 14k pallets so far in CY2020.

In CY2019 we have reduced the number of trucks by utilizing the maximum cube volume when loading the trucks for missions. This increase in loading efficiency has led to a reduction of 1022 truck/container for missions. Eliminating these trucks has resulted in reduced fuel consumption for the CY2019 of over 5,900 liters. The domino effect caused by these truck/containers not being used has helped reduced over 20k additional pallets for the consumption cycle.

By eliminating these trucks, this has had the beneficial effect of offsetting 250 tonnes of equivalent carbon (Co2e) emissions from our operational carbon footprint.





**ALM INTERNATIONAL IS A MAJOR LOCAL HOST NATION TRANSPORTATION SUB-CONTRACTOR AND HAVE A LARGE ROLE IN HELPING ANHAM ACHIEVE OUR SUSTAINABILITY GOALS IN 2020-2021.**

We work closely with their management to ensure that the policies and procedures that will allow us to reduce our carbon footprint are implemented and monitored throughout the year by ANHAM and ALM directly and indirectly.

We look forward to a vibrant partnership with our local sub-contractors, like ALM, and the rest of our suppliers and services providers that make the ANHAM team unbeatable.





## BEHIND THE NUMBERS

We will continue to look at our diesel fuel and motor oil consumption by our own operations (Gen Sets) as well as those of our transport sub-contractors.

We have started to track the consumption of both commodities and that the numbers tell us we need to improve on fuel consumption ratios and that we are making improvements in motor oil consumption through more efficient management of this resource.

The charts below show the two separate trends that are intrinsically related yet are going in opposite directions on the sustainability scale.



## CONNECTION WITH THE SDGS



ANHAM is committed to improving the accessibility to clean water sources which contribute to SDG #6 – Clean Water and Sanitation, and specifically Goal 6.1 – increase the number of freshwater wells dug in 2020-2021.



ANHAM will continue to reduce the number of wooden pallets deployed on missions which contributes to SDG #12 – Responsible Consumption and Production and to target specifically 12.2 – increase case count and pallet heights to reduce the number of overall pallets used for outbounds missions.



ANHAM will continue to develop new and inventive ways to reduce the usage of truck/containers which contributes to SSG #12 – Responsible Consumption and Production and to target specifically 12.1 - increase the efficiency of cube volume during loading on outbound missions.



ANHAM will continue to reduce the number of trucks through more efficient loading procedures contributes SDG #12 – Responsible Consumption and Production and to target specifically 12.3 – decrease the fuel consumption through elimination of truck/containers on missions.



# UN GLOBAL COMPACT



ANHAM has committed ourselves in 2020 and beyond to fulfilling our promise as a responsible partner in the UN Global Compact and Sustainability Development Goals programs. We have continued to support our local host nation communities with ethical hiring practices that allow everyone in the communities a chance at employment.

We have committed ourselves to our outreach programs involving Food Drives for the most in-need populations and for School Refurbishments to support the communities and orphanages that are having to deal with the realities of the current conflict. We continue our partnership with the local and host nation governments to provide safe drinking water through installations of free water pumps.

We continue to champion ethical hiring practices and actively fight against personal enslavement, forced labour and trafficking in people. We specifically ensure that all our sub-contractors strictly adhere to the child-labour laws of our host nations.



**THIS REPORT SERVES AS OUR ANNUAL COMMUNICATION ON PROGRESS AND DESCRIBES OUR ACTIONS TO CONTINUALLY IMPROVE THE INTEGRATION OF THE COMPACT AND ITS PRINCIPLES INTO OUR BUSINESS STRATEGY, CULTURE AND DAY-TO-DAY OPERATIONS.**

HUMAN RIGHTS	ACTIONS IN 2020
<p><b>Principle 1</b> Businesses should support and respect the protection of internationally proclaimed human rights.</p>	<p>Our position on human rights was further embedded into our business through regular policy training and by carrying out a large-scale employee survey to identify areas in need of further attention.</p>
<p><b>Principle 2</b> Make sure that they are not complicit in human right abuses.</p>	<p>All our employees are made aware of their rights, and we have mechanisms in place to ensure any shortcomings can be reported anonymously and dealt with effectively.</p>

ENVIRONMENT	ACTIONS IN 2020
<p><b>Principle 3</b> Business should support a precautionary approach to environmental challenges.</p>	<p>In 2019-2020, we helped install two water pumps in the local communities vastly improving the access to fresh water for drinking and hygiene.</p>
<p><b>Principle 4</b> Undertake initiatives to promote greater environmental responsibility.</p>	<p>We have begun to track all of our consumption of natural resources to ensure that we can be a responsible user of these precious resource.</p>
<p><b>Principle 5</b> Encourage the development and diffusion of environmentally friendly technologies.</p>	<p>We also will calculate the carbon footprint of selected sites and projects. This will provided us with a baseline against which to track improvements and helped us identify the areas upon which we need to focus efforts and resources in 2020 and beyond.</p>



## LABOUR

## ACTIONS IN 2020

### Principle 6

Business should uphold the freedom of association and the effective recognition of the right to collective bargaining.

During 2019, ANHAM continued to offer employment within a framework of legal, health, and safety provisions that aligns with international best practice, as set out by the International Labour Organization (ILO).

### Principle 7

The elimination of all forms of forced and compulsory labour.

We continue being a committed partner to Free As A Human, an initiative to end the sexual exploitation of young girls, the use of child labour, and all other forms of human enslavement.

### Principle 8

The effective abolition of child labour.

Our 2019 employee survey indicated that some areas for improvement and we are now taking actions to remedy this situation.

### Principle 9

The elimination of discrimination in respect of employment and occupation.

Looking beyond our own operations, a small-scale survey was carried out with some of our key strategic suppliers in 2019. The survey results will guide the way we engage with them in 2020 and beyond.

### Principle 10

Business should work against corruption in all its forms, including extortion and bribery.

Throughout 2019-2020 we continued to reinforce our zero-tolerance stance on bribery and corruption through policy training and supply chain engagements, and by encouraging ANHAM staff and suppliers to report any misconduct via our independent whistleblower channel.





# DATA MANAGEMENT

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The process of compiling quantifiable data points on the various resources that we consume during our operations has been as challenging as it has been rewarding.

We will continue to record our day to day-usage of those items which are natural resources and directly impact our Carbon Footprint. Currently we are focusing on three of our most used resources: Pallet Consumption – Diesel Fuel Consumption - Missions Completed Per Annum.

This last resource involves all three commodities as the truck/container carry the pallets to the customer and use diesel fuel to run the engine and reefer units, each one of these items affects the other items usage totals, and therefore directly impact our Carbon Footprint. We are working closely with our Sub-Contractors for Transport, Pallet Supplies, and Fuel Consumption to

help reduce the quantities of these items. As you will see on the data slides, if we can maximize the loading of a container, we save on pallets used, which impacts the number of missions run, which then impacts the amount of fuel and other required commodities needed to keep the trucks running and on mission.

We will continue support the host nation communities we operate in and hope to make a lasting impact on the lives of the people who choose to work for ANHAM in the most trying of environments.

ANHAM will do everything in its power to ensure that our workers have a safe and well-run environment to operate under. Peace for ALL.





## MEASURING OUR CARBON FOOTPRINT

In 2020, in preparation for the target-setting process for 2021, we will make a concerted effort to measure our carbon footprint for the first time. This will provide us with a baseline against which to track improvements, this work will create a solid foundation for our sustainability reporting in the years to come.

In addition, the process will allow us to identify our carbon hotspots — the areas upon which we need to focus our improvement efforts and resources most critically.

## HOW IS A CARBON FOOTPRINT CALCULATED?

- A carbon footprint is measured in tonnes of greenhouse gas emissions (GHG)
- Greenhouse gases are those that have a global warming potential (GWP)
- The three main GHGs are carbon dioxide, methane, and nitrous oxide
- Emissions are converted into CO<sub>2</sub>e (carbon dioxide equivalent), a standard unit for measuring carbon footprints
- CO<sub>2</sub>e expresses the carbon footprint as a single number with the same global warming potential as the sum of all the different greenhouse gases measured

## SUPPLIER AND SITES

To secure a robust process, we will look to engage the support of an experienced and highly committed consulting firm, to help ANHAM navigate these new waters.

By the end of this year or the beginning of 2021 we will begin the task of measuring our carbon footprint. Since measuring will look at a cross-section of locations/projects from which it would be possible to gauge our overall carbon footprint.

Multiple sites may be selected with several criteria in mind: the availability of meaningful data, the ability to establish operational boundaries, and their suitability for use as future examples of what we can achieve.

## SCOPE AND RESULTS

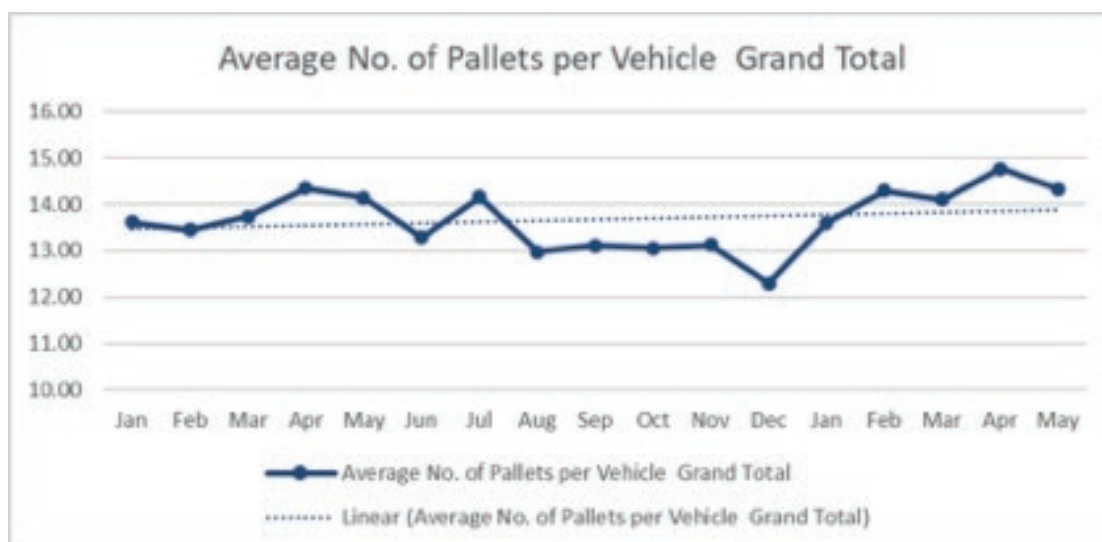
We will follow the accepted industry standard, GHG Protocol, the world's most widely used greenhouse gas accounting standard for organizations. We will determine our Scope which may include emissions from all measurable fuels, purchased products, energy, consumables, transport, and waste produced.

Where we can't verify the data, we will make estimates, which is permitted under the GHG Protocol. Calculations will be based on CY 2020.

# AVERAGE PALLETS PER VEHICLE

**Headline: Increased from 13.44 in 2019 to 14.22 in 2020; increasing utilization & reducing transport footprint by 0.78 pallets per container resulting in one mission container saved every 20 missions.** The Domino Effect kicks in and saves Container Mission Cost, which leads to a reduced number of trucks, which leads to fuel not used for the truck, as well as the reefer clip-on for frozen/chill loads will not use Freon gas and fuel to run the mission. These are very substantial reductions in our Carbon Equivalent Footprint.

Average No. of Pallets per Vehicle							
Date	20DRY	20REF	40DRY	40REF	45DRY	LTV	Grand Total
2019							13.44
Jan	10.56	8.68	21.65	19.15	22.00	3.67	13.61
Feb	9.97	8.40	21.92	19.22	21.56	2.30	13.44
Mar	10.00	8.55	21.93	19.23	21.87	2.63	13.73
Apr	9.75	8.53	21.98	19.35	23.33	1.40	14.34
May	9.52	8.55	21.92	19.20	26.00	2.67	14.14
Jun	9.67	8.18	21.68	19.01	22.75		13.29
Jul	9.33	8.07	20.87	18.84	23.33	2.25	14.16
Aug	8.56	7.98	21.10	19.06		3.75	12.98
Sep	9.50	8.25	21.86	19.06	24.33	2.00	13.11
Oct	9.63	8.35	21.65	18.94	22.27	2.27	13.05
Nov	9.13	8.49	22.01	18.77	22.10	2.18	13.13
Dec	9.29	7.96	21.91	18.64	22.33	1.85	12.30
2020							14.22
Jan	9.43	8.37	21.88	19.42	22.67	2.56	13.60
Feb	9.91	9.24	21.63	20.12	25.20	2.72	14.29
Mar	9.98	9.19	22.25	20.39	25.14	2.88	14.11
Apr	9.26	8.95	22.26	21.56	27.00	2.65	14.77
May	9.68	8.96	21.68	21.78	25.43	2.45	14.34
Average	9.60	8.51	21.78	19.52	23.58	2.51	13.67

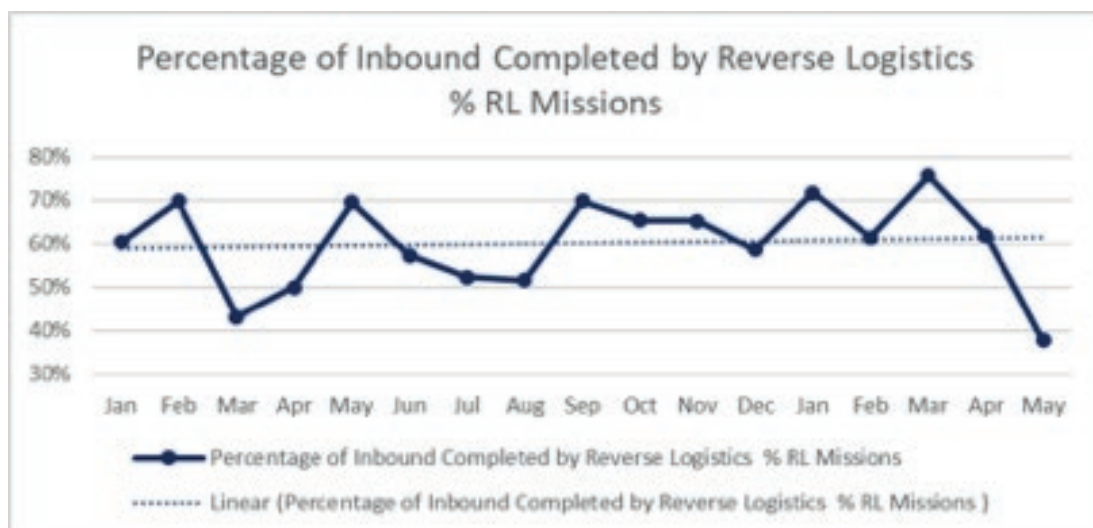




# INBOUND REVERSE LOGISTICS MISSIONS

Headline: Increased from 58% in 2019 to 60% in 2020 reducing transport footprint: ANHAM attempts to reduce the required number of containers needed to perform our given number of mission during a day. Therefore we task delivering trucks to complete any “Pickup” they can be scheduled for to once again reduce the number of trucks and freeze/chill/dry containers used to accomplish the missions. **Using a truck for an inbound reverse logistics will result in saving 1.55 Gallons of Fuel per mission.**

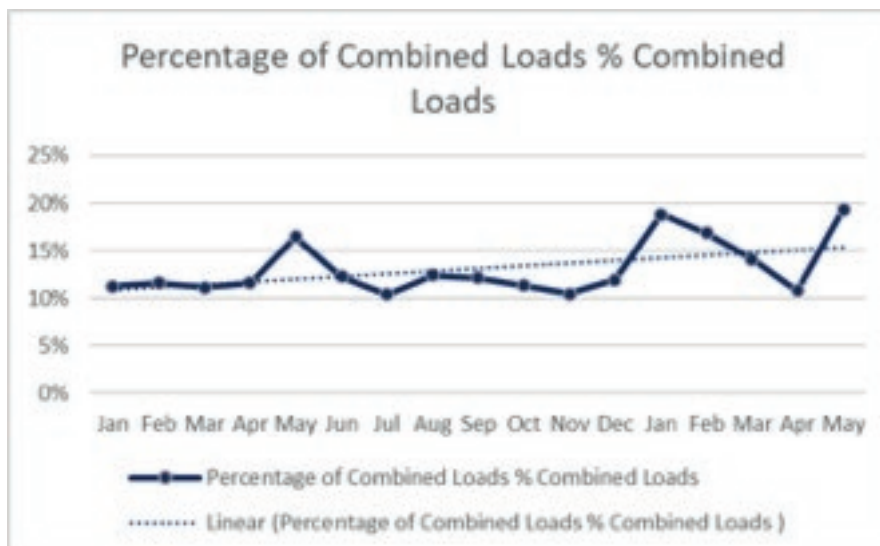
Percentage of Inbound Completed by Reverse Logistics				
Date	Inbound	RL-INBOUND	Grand Total	% RL Missions
2019				58%
Jan	38	58	96	60%
Feb	31	72	103	70%
Mar	114	87	201	43%
Apr	104	104	208	50%
May	71	162	233	70%
Jun	67	90	157	57%
Jul	62	68	130	52%
Aug	79	84	163	52%
Sep	28	65	93	70%
Oct	47	89	136	65%
Nov	35	66	101	65%
Dec	45	64	109	59%
2020				60%
Jan	26	66	92	72%
Feb	54	86	140	61%
Mar	34	106	140	76%
Apr	168	274	442	62%
May	120	73	193	38%
Grand Total	1123	1614	2737	59%



# COMBINED LOADS

Headline: **Increased from 12% average in 2019 to 16% average in 2020; increasing utilization, reducing required vehicles and transport footprint:** AHAM again continues to find ways to reduce the carbon footprint of our operations by reducing the fuel, pallet, and Truck usage required to complete that days assigned missions.

Percentage of Combined Loads			
	Combined Loads	Total Outbound	% Combined Loads
2019			12%
Jan	98	868	11%
Feb	96	826	12%
Mar	99	889	11%
Apr	113	972	12%
May	165	1004	16%
Jun	104	846	12%
Jul	117	1128	10%
Aug	123	991	12%
Sep	115	946	12%
Oct	109	960	11%
Nov	96	920	10%
Dec	105	881	12%
2020			16%
Jan	137	729	19%
Feb	119	707	17%
Mar	112	793	14%
Apr	92	851	11%
May	107	552	19%
Grand Total	1907	14863	13%



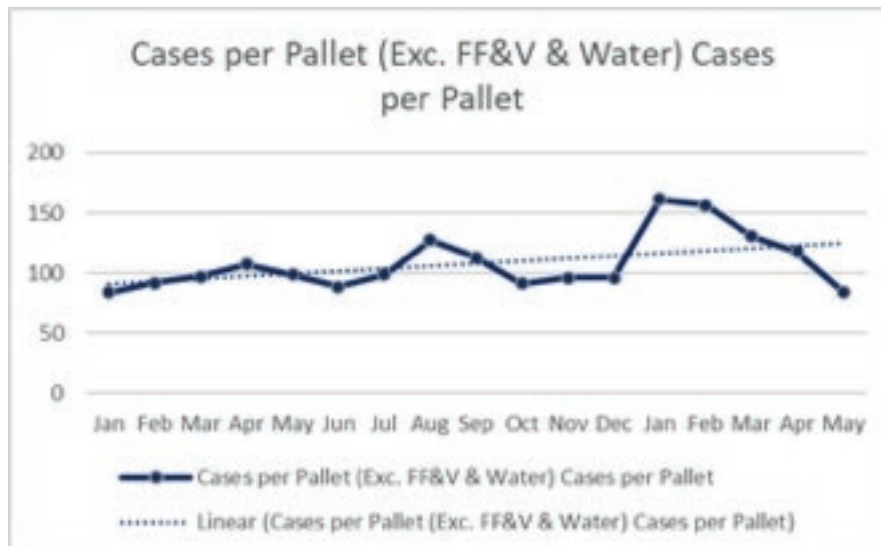


# CASES PER PALLETS

## (BASED ON WAREHOUSE CONSUMABLES REPORT)

Headline: Increased from an average of 98 in 2019 to an average of 127 in 2020 cases per pallet; reducing pallet usage, increasing pallets Height/Cube utilization and increasing truck utilization: this is one of the most important improvements that we have made as this drives the Domino Effect throughout the Outbound Process for all of the resource savings that we recover due to the increase in cases per pallet. **Due to the increase in average cases per pallets, every 4.3 pallets created will result in 1 full pallet saved and every 62 pallets created results in 1 truck being saved.**

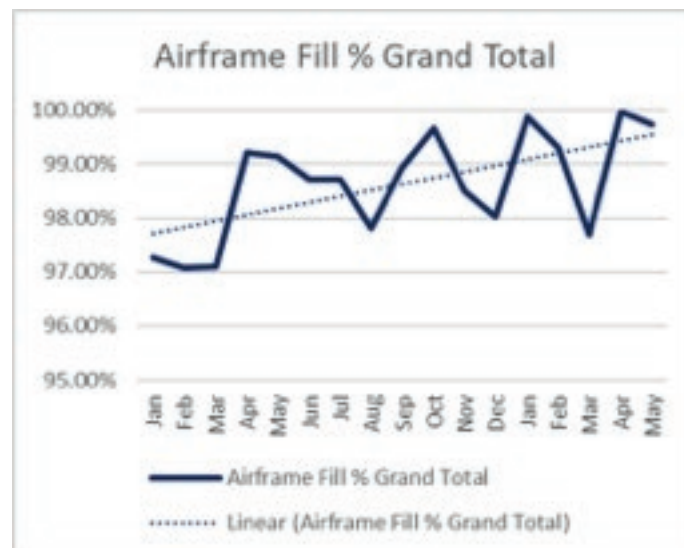
Cases per Pallet (Exc. FF&V & Water)			
	No. of Cases	Pallets Used	Cases per Pallet
2019			98
Jan	423787	5042	84
Feb	427805	4666	92
Mar	477332	4913	97
Apr	493447	4605	107
May	478639	4841	99
Jun	407453	4584	89
Jul	519187	5265	99
Aug	518433	4068	127
Sep	445626	3947	113
Oct	512127	5610	91
Nov	489270	5087	96
Dec	440229	4575	96
2020			127
Jan	459964	2852	161
Feb	437821	2796	157
Mar	498074	3819	130
Apr	475432	4041	118
May	296877	3506	85
Grand Total	7801503	74217	105



## AIRFRAME FILL %

Headline: Increased airframe fill % from 98.35% in 2019 to 99.31% in 2020; maximizing airframe capacity therefore reducing transport footprint: ANHAM air operations contribute a large portion of our GHG emissions due to several flights scheduled per week. **ANHAM can eliminate one full flight through better utilization of improved fill rates. Which is a major help to reduce our Co2 emissions.**

Airframe Fill %				
	AN-12	B-747	IL-76	Grand Total
2019				98.35%
Jan	95%	100%		97.26%
Feb	94%	100%		97.07%
Mar	94%	100%		97.10%
Apr	98%	100%	100%	99.21%
May	97%	100%	100%	99.14%
Jun	97%	100%		98.72%
Jul	96%	100%	100%	98.72%
Aug	96%	100%		97.81%
Sep	97%	100%	100%	98.93%
Oct	99%	100%	100%	99.66%
Nov	98%	100%	98%	98.51%
Dec	94%	100%	100%	98.03%
2020				99.31%
Jan	100%	100%	100%	99.87%
Feb	98%	100%	100%	99.30%
Mar	93%	100%	100%	97.69%
Apr	100%	100%	100%	99.97%
May	99%	100%	100%	99.74%
Average	97%	100%	100%	98.63%

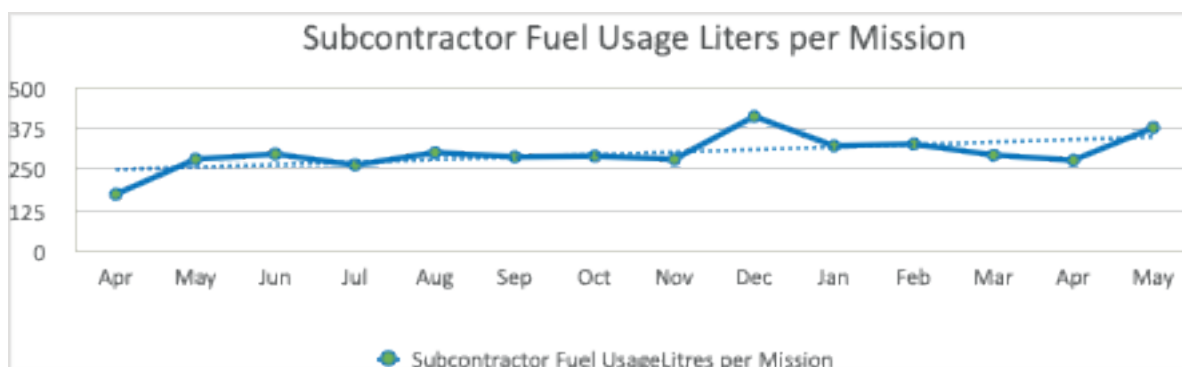




# TRANSPORTATION FUEL USAGE

Headline: Increase fuel usage over the past 12 months can be attributed to better management of refueling efforts for Trucks and Reefer Clip-on units stranded at checkpoints while on mission. While this is a positive step to ensure the safety of the conveyance and the food it has had the effect of elevating our sub-contractors usage in the short term. **ANHAM will work with our sub-con to ensure we start to take the trend back down by increasing efficiencies for the trucks/containers while on mission which will lead to reduce fuel consumption.**

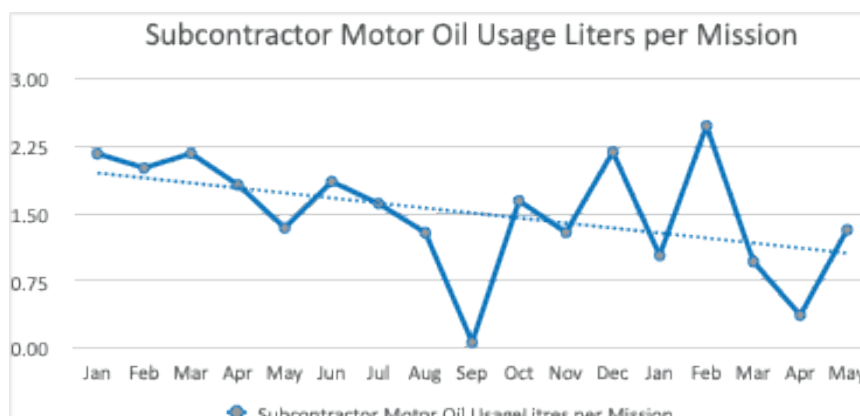
Subcontractor Fuel Usage						
	Litres	Dry Mission	Reefer Mission	% Reefer Missions	Total Missions	Litres per Mission
2019						285
Apr	168425	218	754	78%	972	173
May	281084	177	827	82%	1004	280
Jun	250085	119	727	86%	846	296
Jul	295735	269	859	76%	1128	262
Aug	297616	113	878	89%	991	300
Sep	271480	134	812	86%	946	287
Oct	277973	113	847	88%	960	290
Nov	257225	113	807	88%	920	280
Dec	361335	77	804	91%	881	410
2020						314
Jan	233599	85	644	88%	729	320
Feb	230384	121	586	83%	707	326
Mar	231891	130	663	84%	793	292
Apr	235554	169	682	80%	851	277
May	207465	89	463	84%	552	376
Grand Total	3599851	1927	10353	84%	12280	293



# MOTOR OIL USAGE

Headline: Decrease in motor oil consumption can be directly attributed to a new management team installed at the POL department for ALM, where they have instituted stricter control of inventory and usage, which in turn has led to a marked decrease in the number of liters consumed per mission **ALM (ANHAM) can see a decrease of almost 1,500 liters of motor oil by continuing the reduction rate of .10 liters per mission at a rate of approximately 14k missions run in a 12 month rolling average.**

Subcontractor Motor Oil Usage			
	Litres	Missions	Litres per Mission
2019			1.60
Jan	1876	868	2.16
Feb	1655	826	2.00
Mar	1924	889	2.16
Apr	1766	972	1.82
May	1343	1004	1.34
Jun	1567	846	1.85
Jul	1816	1128	1.61
Aug	1274	991	1.29
Sep	68	946	0.07
Oct	1574	960	1.64
Nov	1186	920	1.29
Dec	1921	881	2.18
2020			1.19
Jan	753	729	1.03
Feb	1746	707	2.47
Mar	766	793	0.97
Apr	316	851	0.37
May	727	552	1.32
<b>Grand Total</b>	<b>22278</b>	<b>14863</b>	<b>1.50</b>





# ANHAM FZCO

## SUSTAINABILITY POLICY

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### **Our Standard**

ANHAM is fully committed to the United Nations Sustainable Development Goals and will focus on the three core pillars of United Nations Sustainability Initiative – Economic, Environmental, and Social - to make a positive impact on the communities throughout the world that we operate within.

### **Economic Sustainability**

ANHAM will: Promote economic stability for the host nation local economy through our ethical hiring practices in support of our worldwide operations

Engage host nation sub-contractors and business interest, to the maximum extent possible, with the intent of injecting economic stimulus into the local economy

Continue to develop host nation agricultural industries in support of our Prime Vendor Operations worldwide

Establish core relationships with host nation governments to promote business opportunities for local vendors and manufactures within the ANHAM scope of operations

Help build host nation business infrastructure with continuity of ownership and expansion for local business that support ANHAM operations

### **Environmental Sustainability**

Management is responsible for:

The commitment to reducing our environmental impact and continually improving our environmental performance as an integral and fundamental part of our business strategy and operating methods

Promoting, to the furthest extent possible, the reduction of waste within ANHAM operations and to strive for more efficient business models throughout our worldwide operations

Procurement of supplies for operations worldwide that utilize recycled materials or components to the maximum extent possible

### **Social Sustainability**

ANHAM will promote the support of community outreach programs in host countries that may initiate the construction or renovation of educational buildings, medical facilities, or religious areas as required by the local host nation community

ANHAM is committed to recruiting, hiring, developing, and promoting employees without discrimination on the basis of race, color, sex, age, national origin, religion, or disability

ANHAM including its subsidiary companies and regional offices will comply with all relevant and applicable local and international labor regulations, treaties, conventions, and principles relating to the protection, welfare and health & safety of children.

# ANHAM FZCO

## ENVIRONMENTAL POLICY

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### **Our Standard**

The Company is committed to providing a productive, safe and healthy work environment for employees, contractors, clients, customers and visitors on its premises or that of its clients. This commitment extends to ensuring that the company's operations do not place the local community at risk of injury, illness, property damage, and to ensuring its works are conducted in an environmentally sustainable and responsible manner. Our commitment will be communicated to all employees, contractors and suppliers.

### **Our Commitment**

We will: Use systems of work that are environmentally sustainable and supported by documented procedures and audited systems  
Be pro-active in assessing environmental hazards for new business, new and existing work systems, practices and equipment  
Encourage team problem solving at all levels of the organization to implement work practices that continually improve environmental standards and productivity  
Report and investigate incidents, and implement systems and practices that prevent recurrence  
Ensure compliance with legislative requirements and current industry standards  
Train managers and employees to competently perform work described in safe work procedures  
Provide information to all employees, contractors and customers that inform them of environment issues relevant to the company's operations  
Ensure products are safe and without adverse environmental impact  
Reduce, re-use and recycle waste materials wherever practical, and dispose of waste materials in an environmentally responsible manner.

### **Responsibilities**

Management is accountable for implementing this policy in their respective area of responsibility. Compliance will be measured as part of annual performance reviews.

Management is responsible for:

Complying with the Company's environmental standards  
Involvement in the development, promotion and implementation of procedures which incorporate environmentally safe systems and practice  
Training employees and line managers in the competent performance of their assigned tasks  
Effectively use company resources to meet the environment commitment.

Employees and Contractors are to:

Comply with all company policies, procedures and systems of work  
Report all known or observed environmental hazards to their immediate supervisor or manager  
Actively support the company's environment program  
Contribute ideas that make our workplaces environmentally sustainable.

### **Consultation**

Management and employees will participate in constructive and cooperative consultation on environment matters.

The organization will consult with employees and contractors in any workplace change that may affect their health.





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