



SEKEM

Report 2020





//
In the midst of sand and desert I see myself standing as a well drawing water. Carefully I plant trees, herbs and flowers and wet their roots with the precious drops. The cool well water attracts human beings and animals to refresh and quicken themselves. Trees give shade, the land turns green, fragrant flowers bloom, insects, birds and butterflies show their devotion to God, the creator, as if they were citing the first Sura of the Qu'ran. The human, perceiving the hidden praise of God, care for and see all that is created as a reflection of paradise on earth. For me, this idea of an oasis in the middle of a hostile environment is like an image of the resurrection at dawn, after a long journey through the nightly desert. I saw it in front of me like a model before the actual work in the desert started. And yet in reality I desired even more: I wanted the whole world to develop. //

*Dr. Ibrahim Abouleish,
SEKEM's Founder
(1937-2017)*

Source: Abouleish, I. (2005): *Sekem: A Sustainable Community in the Egyptian Desert*, Floris Books.

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CEO Statement



Egypt, like other countries in the world, has to deal with the negative impact of the global COVID-19 pandemic on people’s health, and we took all precautions necessary to provide a safe work environment and build awareness around it. Regardless of the painful experiences we as humankind or individual people have gone through, we also believe in a chance to wake up and leave unsustainable ways of doing business and dealing with nature behind us. Fortunately, SEKEM was able to show resilience and continuity in both business and community service. Even though the pandemic has left its mark on the economy, SEKEM was able to almost meet its budget for the year and finalized and signed the financial restructuring with its international lenders.

We are happy to see that our sustainability performance is showing positive results, such as a decoupling of our packaging material consumption, waste production, and energy consumption from our production volume. Also, SEKEM remains overall a carbon positive endeavor and hence contributes towards mitigating climate change.

Furthermore, SEKEM has been working on its SEKEM Vision Goals for Egypt 2057 (SVG), focusing on Greening the Desert (SVG#5) and herewith, the development of the SEKEM-Wahat farm in the Western desert. A total of eight pivots are up and running now and crops are growing underneath with great quality. A roman theater has been built and inaugurated at the SEKEM-Wahat farm and two families are living at the spot now with their kids being in a school at the site. The Economy of Love (EoL) (SVG#11) label has been further developed and

implemented and the first set of products is certified now and in the market. In terms of Integrative Health (SVG#3), a task force has been created and a center for integrative health has been opened at Heliopolis University. Also, the topic of Ethical Finance (SVG#12) has been fostered this year and a team has been created based at Heliopolis University, which is researching the topic and implementing a micro-finance project for which funds could have already been secured.

In this report, we continue to set the example for transparency on our activities, hoping to inform and inspire our stakeholders and other sustainable development initiatives in Egypt and the world.

We thank you for your interest and are grateful for all the support and inspiration we got from our partners and friends all over the world.

Yours sincerely,

Helmy Abouleish
SEKEM, May 2021

A handwritten signature in black ink, reading "Helmy Abouleish". The signature is fluid and cursive, written on a white background.

Introduction and Scope of This Report

SEKEM is an initiative for sustainable development in Egypt with a wide institutional ecosystem addressing Egypt’s burning issues of food security, urbanization and environmental pollution, climate change and the need for education as well as community development. SEKEM Holding represents the economic branch of the initiative, which represents the industrial activities with the firms ISIS Organic, Lotus and Lotus Upper Egypt, NatureTex, and ATOS Pharma for phytopharmaceutical products. Furthermore, agricultural activities are mainly performed through SEKEM for Land Reclamation (SLR), Libra, SEKEM Laboratories and Mizan engaging in farming, cattle management, organic seedlings, fertilization and pest control.

The value creation is built on organically and biodynamically grown raw materials coming mainly from farmers under the Egyptian Biodynamic Association (EBDA), which has more than 250 small-scale farmers who are part of SEKEM’s ecological life in a larger sense.

Parts of SEKEM’s profits go to the SEKEM Development Foundation (SDF), which represents the cultural branch of the initiative. It has launched many community development projects, including establishing schools and a medical center, celebrating culture and diversity, and promoting peace, cooperation and understanding between all human beings.

Since 2012, Heliopolis University for Sustainable Development (HU) has become a relevant player in the field of higher education and research under the umbrella of the SEKEM initiative.

SEKEM became an acknowledged economic model for the 21st century and was the first entity to apply biodynamic farming methods in Egypt. Over the past decades, SEKEM has grown exponentially and became a local market leader for selected organic products and phytopharmaceuticals, which are now also exported to Europe and other countries.

In this report, when SEKEM is mentioned, we include all our activities, be it SEKEM Holding with its companies, the SEKEM Development Foundation and the HU. The presented data is related to SEKEM Holding and its companies unless otherwise stated. More information on the entities can be found in the annex of this report.



SEKEM Initiative at a Glance



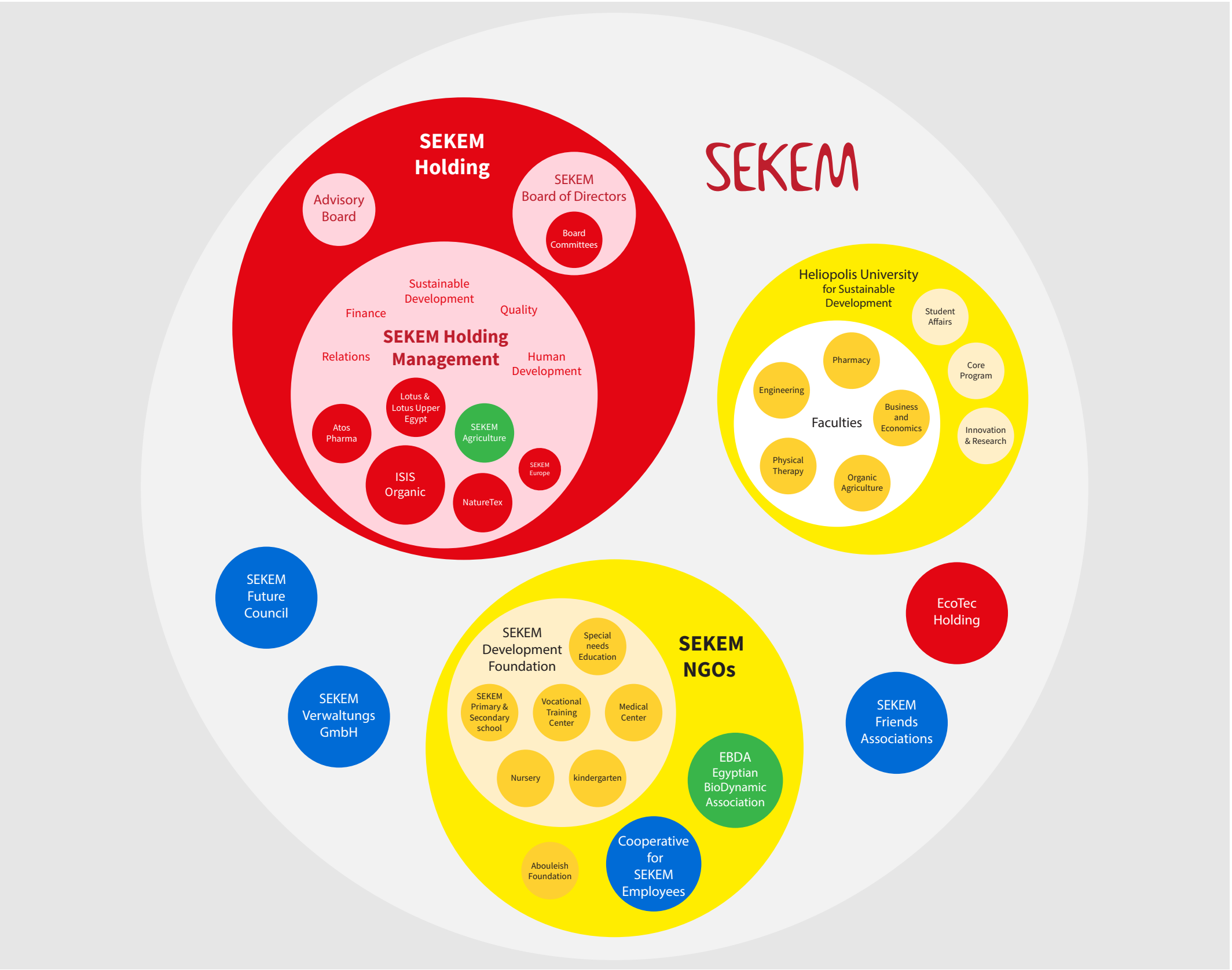
Note: The data is related to different entities, namely: SEKEM Holding, SEKEM Development Foundation, Heliopolis University for Sustainable Development and the Egyptian Biodynamic Association

Who We Are

The SEKEM Initiative : An Overview

Color explanation:

- Economic life
- Cultural life
- Societal life
- Ecological life



SEKEM Holding



Lotus & Lotus Upper Egypt

Lotus was the first company Dr. Ibrahim Abouleish founded in 1977 under the name of SEKEM. The company processes all kinds of Organic herbs and spices from biodynamic cultivated plants. It produces, imports and exports Organic and Biodynamic and thus natural and chemical free herbs, spices and seeds for its sister companies ISIS Organic and ATOS, as well as for the export market according to International Demeter Production and Processing Guidelines. Taste, aroma and their natural medicinal effectiveness are the highest priorities.



NatureTex is a high-quality producer of colorful baby and kids wear, dolls and toys, home textiles, fabrics and assorted adult items using only organic cotton. NatureTex was founded in 1998, originally under the name of ConyTex. The design and development of the products are done in-house in its own studio, and produced and marketed under its own brands “NatureTex” and “Organic Baby”, or under private labels such as “Alana”, “People Wear Organic” (PWO) or “Under The Nile”. NatureTex competes successfully in the global market for organically produced textiles through the design, manufacturing, and marketing of high-quality products from Egypt.



ISIS Organic is SEKEM’s most successful company and the market leader for herbal teas in Egypt. ISIS produces food that is wholesome, nutritious and delicious, from carefully selected raw materials that are free of any artificial additives or preservatives. ISIS adheres to a number of strict guidelines and implements several safeguards throughout the cultivation and production process.



ATOS Pharma, founded in 1986, manufactures and markets an array of natural medicines and healthcare products of superior quality for effective causal treatment combined with maximum tolerability. The products are developed for different indications; for cancer therapy, cardiovascular, dermatology, gastro-intestinal, gynaecology, hepato-biliary, immunology, neuropsychiatry, respiratory, rheumatology and urology. ATOS Pharma markets and distributes its products nationally and internationally. ATOS Pharma is committed to a regional leadership position in the field of phytopharmaceuticals. Its foremost goal is to promote the utmost benefits of natural medicine in the region. ATOS also manages the brand SEKEM Healthcare that specializes in distributing over the counter natural pharmaceutical products including natural remedies, supplements, and maternal products.

SEKEM Agriculture

SEKEM Agriculture virtually aggregates all the agricultural activities of SEKEM. The legal entities under this umbrella are:



SEKEM for Land Reclamation (SLR) was established in 2008 for reclaiming and cultivating new pieces of land according to biodynamic principles.



El-MIZAN, also referred to as MIZAN, was founded in 2006 as a 50/50 joint venture between Grow Group Holland and SEKEM Group Egypt and offers grafting and plant cultivation services for fruit and vegetable plants. Healthy, in- and outdoor grafted seedlings are provided to Egypt’s vegetable producers and SEKEM for Land Reclamation. Today, Mizan is a subsidiary 100% owned by SEKEM Holding.



Libra, is following biodynamic principles and is taking care of the animal welfare. They are producing milk, eggs, beef, sheep, and chicken.



SEKEM Laboratories is managing the original “mother” SEKEM farm nearby Belbeis at our main site.



SEKEM Europe, located in Bochum, Germany, is a subsidiary of SEKEM Holding. SEKEM Europe GmbH operates in the areas of import and sales of SEKEM’s ready-made consumer goods and fresh produce, raw materials and ingredients. The entity provides services to SEKEM in the field of customer care, export marketing, market development and public relations for Europe. SEKEM Europe has only a relatively small revenue of around EUR 1 Mio and hence does not represent a significant part of SEKEM’s economic life.



EcoTec Holding was established in 2007 as a sister organization of the SEKEM Holding, dedicated to renewable energy and other products and services beneficial for the environment or sustainable community development. Among the subsidiaries under EcoTec Holding is a company that manages SEKEM’s community housing assets as well as the guesthouse and cafeterias. Compared to SEKEM Holding, EcoTec Holding has a small revenue of less than 7 Mio EGP and hence does not have any relevant material impact.



The SEKEM Development Foundation (SDF) is a private non-profit organization founded in 1984 and registered as an NGO with the Ministry of Social Affairs. Its program of activities is financed partly by a 10% profit share from SEKEMs companies as well as supported by a variety of organizations and donors, public and private, local and international (e.g., SEKEM Friends Association). The SDF includes the SEKEM Schools (General School, Nursery, Kindergarten, Special Education Program, Vocational Training Center) and the Medical Center.



The Heliopolis University for Sustainable Development (HU) is the first non-profit university in the Middle East declaring sustainable development as its overall guiding principle. Heliopolis University pioneers the introduction of students and the community to sustainable teaching, learning, development through a renewed understanding that integrates research and practice. An obligatory Core Program was included in the curriculum to meet the holistic approach of the SEKEM vision. Heliopolis University started in 2012 with three faculties: Pharmacy, Engineering and Business & Economics. In 2019, the first Faculty of Organic Agriculture in Egypt and the Faculty of Physical Therapy opened.



SEKEM Verwaltungs GmbH was founded in 2018 as a German limited liability company and shall be turned into a charitable organization, which shall use its dividends to support cultural and human development at SEKEM and the world. In 2020, the majority shares from the Abouleish family were transferred to this entity.



In February 2020, the Future Council Association, Future Council e. V., was founded, which will hold one share of the SEKEM Verwaltungs GmbH in the future and herewith, 100% of the voting rights. The Future Council has the purpose of assuring that the vision of SEKEM is kept alive through a circle of committed people working and living at SEKEM. One of the accountabilities from the members is the overall coordination of all different institutions related to SEKEM and an alignment towards the SEKEM Vision for Egypt 2057.



The five associations of SEKEM Friends in Europe were established mainly to support the cultural work of the SEKEM initiative. Most educational and social projects depend on financial support that is partly financed by this network. The SEKEM Friends see their task in building a bridge between Europe and the Egyptian initiative and in promoting the vision of SEKEM. Various events are used to foster an inter-cultural and inter-religious dialog. A special focus lies on young people and exchange programs.

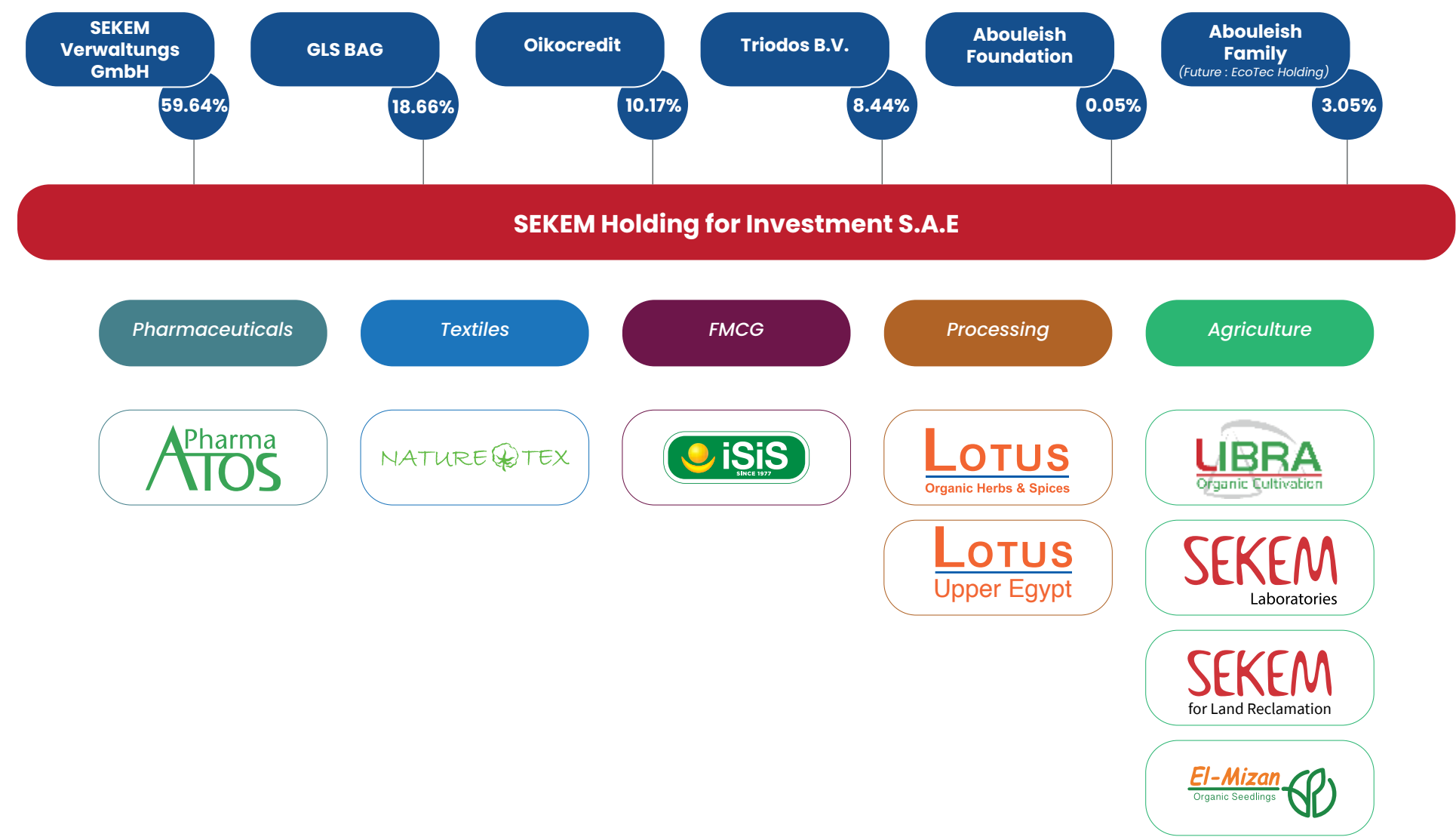


The Cooperative for SEKEM Employees (CSE) was founded in 2000 to promote meaningful work in a healthy, safe and humane environment. The governmental Cooperative Union of Social Affairs oversees its activities.



Abouleish Foundation The Abouleish Foundation is a private non-profit organization founded in 2004 to support cultural development in Egypt. It does not have any active role in managing work on the ground but holds some minor shares of SEKEM Holding.

Ownership Structure of SEKEM Holding



SEKEM Holding is owned by various shareholders. Until recent years, the majority of shares were owned by the Abouleish family. However, the family never had the intention to create personal wealth and hence decided to donate their shares for good. The limited liability company (LLC) SEKEM Verwaltungs GmbH has been founded in Germany and the family shares have been transferred to this entity. In addition, the Future Council e.V. has been established, which will own one share of the LLC, but herewith, will have 100% voting rights. Since the members of the Future Council are committed to keep SEKEM’s vision alive, the Future Council is acting for the good of SEKEM and hence, using its voting rights over the LLC accordingly. The future financial inflow to the LLC shall be used to support cultural development in SEKEM, Egypt and the world, managed and decided upon by the SEKEM Verwaltungs GmbH Trustee Council. By using this structure, the Abouleish Family wants to ensure that the SEKEM vision can be carried forward and remains flexible enough to adapt to future needs.

Note: The graph reflects a governance structure in transition to be completed in 2021

Who we are

SEKEM Holding Board of Directors

Helmy Abouleish

(Chair & Managing Director)



Mr. Helmy Abouleish (*1961) is serving as Chair of the Board and Managing Director of SEKEM. He is member of the Board of the German-Arab Chamber of Commerce, member of the Board of Trustees of the Egyptian Junior Business Association. Helmy Abouleish is also a member of the International Federation of Organic Agriculture Movements (IFOAM), the World Future Council, the International DEMETER Organization (IDO) and Social Entrepreneur Council (Schwab Foundation).

Christophe Floride *(Executive member)*



Eng. Christophe Floride (*1959) is Managing Director of LOTUS and since 1986 serving as Technical Manager for the SEKEM Group. Before joining SEKEM, Christophe Floride was head of CNC department of Feinmechanische Werkstätten Baumgaertel GmbH in Malsch/Karsruhe, Germany.

Ahmed Abu Ali *(Non-executive membe)*



Mr. Ahmed Abou Ali is a founding partner of Hassouna & Abou Ali law firm (since 1988), with a LL.M. degree from Harvard Law School (1984) and LL.B. (1980) and Diploma in Private Law (1982) from Cairo University. He practiced law in the US with Sidley Austin law firm in the banking and corporate areas (1985-1987). Acting on behalf of multinational companies and international agencies, he has expertise in the areas of banking, capital market, corporate, investment, mergers and acquisitions, project finance and restructuring, and legislative and economic reforms. He acts both as a transactional and litigator attorney.

Elfrieke van Galen *(Non-executive member)*



Ms. Elfrieke van Galen, LL.M, has a background in law and broad managerial experience in the logistics and service industry. She held positions as Managing Director of KLM City hopper and CEO of KLM UK, and as Senior Vice President of Corporate Social Responsibility at KLM. Elfrieke serves on SEKEMs Corporate Governance & Remuneration Committee and currently holds a number of non-executive positions. She is also partner and co-founder of The Rock Group.

Heather Henyon *(Non-executive member)*



Ms. Heather Henyon is a socially motivated finance professional with 18 years of experience in entrepreneurship, emerging markets, angel investing, financial technology, crowd-funding, and micro-finance and impact investment. Her recent responsibilities include management and/or founding roles with Athena CFO, Eureeca, Balthazar Capital, Grameen-Jameel, Dubai Angel Investors and the Women’s Angel Investor Network. She has lived and worked in the UAE, Egypt, Lebanon and Palestine. Heather’s training is from Wall Street, where she was a corporate bond ratings analyst. Heather serves on SEKEMs Audit and Risk Committee.

Jakob Müller *(Non-executive member)*



Dr. Jakob Müller (* 1984) is a German born economist and manager with many years of experience in the renewable energies and organic food sector. Today he is a Member of the Board of GLS Beteiligungsaktiengesellschaft with focus on equity financing and investment management. Since April 2020, he serves on SEKEM’s Board of Directors and on SEKEM’s Audit & Risk Committee.

Konstanze Abouleish (Executive member)



Ms. Konstanze E. Abouleish (*1963), born in Germany, grew up in Greece and moved to Egypt in 1976. Since then, with one year interruption for final education, living in Egypt, being involved in SEKEM since 1982. Since then, she has been in SEKEMs developments, in particular in the educational initiatives, and cultural

activities, as well, as in NatureTex. She is Managing Director of NatureTex and Member of SEKEMs Future Council.

Rembert Biemond (Non-executive member)



Mr. Rembert Biemond, M.Sc. (*1958) is a Dutch born management consultant and cultural entrepreneur now based in Sweden. He has held executive positions at the Goetheanum, Switzerland, was CEO of Lehmann Natur, a major player in the field of trade, packaging and distribution of

organic fruit and vegetables in Germany and managing board member of the Vidar Foundation in Sweden. He serves on SEKEMs Corporate Governance & Remuneration Committee and holds also number of non-executive board positions in the field of finance and real estate but also in the field of culture, education and NGO's.

Sherif Massoud (Non-executive member)



Mr. Sherif Massoud (*1967) has held a number of distinguished positions with leading private equity, investment banking institutions as well as commercial banks in the region. With more than 23 years of experience in the private equity, investment and corporate banking industries, he serves on SEKEMs Board of

Directors as well as SEKEMs Audit & Risk Committee.

Board Committees

The Board of Directors established committees to delegate certain functions and investigate specific topics in order to prepare decisions for the board. Irrespective of the establishment of committees, the final responsibility for SEKEM Holding remains under the Board of Directors.

- Corporate Governance & Remuneration Committee
- Audit & Risk Committee
- Sustainable Development Committee
- Strategic Development Committee

Advisory Board

The purpose of the Advisory Board is to provide refreshing impulses, knowledge and experience available for SEKEM in the area of economic, societal, cultural and ecological life to reach SEKEM's Vision 2057.

Management Approach

We take a long-term perspective towards our development and give high priority to the preservation of nature for future generations. This is why we aim, amongst others, for the highest product quality based exclusively on organic raw materials that have a low impact on the environment. The certification of our products according to a wide range of standards such as Fair Trade, International Demeter standards and Global Gap shows our commitment to not thinking in financial figures only.

The quality management systems of the SEKEM companies are certified according to the ISO 9001 standard. The requirements for this certification include the continuous improvement of control and of all quality-relevant processes, as well as the enhancement of customer satisfaction. The standards ISO 14001 and OHSAS 45001 guide us in proper environmental as well as health and safety management. Any operational planning or product-related decision is evaluated for its influence on SEKEM's sustainable development path and discussed in the weekly management meetings of all companies.

We measure success throughout all dimensions of the Sustainability Flower. This extensive performance evaluation framework used to monitor our key performance indicators is our way to incorporate the precautionary approach (Article 15 of the Rio Principles) into our business model.

Our ambitious goals can only be achieved by building long-lasting partnerships throughout our value chain. This is why we are committed to supporting our suppliers in satisfying our qualitative, social and environmental requirements and

cooperate with peer companies to share practices and learn from each other.

Finally, every partner in the value chain that is part of the production has to receive the appropriate share of economic value created. A fair price policy applies to our purchases and a salary allowing for a decent living is the minimum for our employees.

As guidance for our employees and business partners we created our Code of Conduct, based amongst other guidelines on the ten principles of the United Nations Global Compact.

Selection of standards we adhere to:

- Economy of Love (EoL)
- Demeter for biodynamic products
- EU Eco Regulation No. 834/2007
- BioSwiss for Switzerland exports



- NOP certification
- GOTS (Global Organic Textile Standard)
- Fair Trade
- ISO 13485 for Atos
- ISO 17025 for Atos Laboratory
- Kosher
- Halal



SEKEM's Response to a Global Pandemic

SEKEM shared resources, formed alliances and deployed solutions to meet the complex, urgent challenges of COVID-19. In general, our employees were kept safe, we did not stop business operations, and almost achieved all our operational and financial targets.



1- Protect our Employees

SEKEM started awareness-raising campaigns early for its co-workers and community. In addition, washing hands, not shaking hands and disinfection of offices, work materials and production lines were fostered since early March 2020. Employees got equipped with disinfection agents and soaps as well as face masks. The temperature of all employees has been continually monitored in order to ensure the community is safe.

2- Building Financial Contingency

SEKEM and its management are aware of the fact that the impact of Covid-19 can change at any time and hence, the finance department and the companies created a continuity plan factoring in external and internal dynamics. Alongside the continuity plan, we created two impact scenarios, looking especially at the statement of income as well as the cash flows.

3- Affirming Customer Care and Demonstrating Empathy

SEKEM's communication team started an intensive campaign to raise awareness among customers and end consumers about Covid-19 and SEKEM's actions. We encouraged consumers to drink hot herbal tea such as anise and immune-boosting tea.

4- Revisiting Value Chain

To secure the supply of our raw and packaging materials from local and international suppliers, we took several actions such as increasing safety stock, using local suppliers, adapting payment terms, and sourcing from new suppliers.

5- Rethinking customer experience

We launched new items as immune-boosting teas, hand sanitizer, and cotton face masks. We communicated through social media the actions taken by the companies to establish trust and set an example. In addition, we started putting extra emphasis on e-commerce and online shopping.

6- Caring about community

SEKEM's teams started an awareness program for coping with the Coronavirus for the surrounding communities.

Responsibility, Opportunities and Optimism in Times of Change / SEKEM on its healthy measures



Scan QR code and watch the video

SEKEM Vision Goals for Egypt 2057

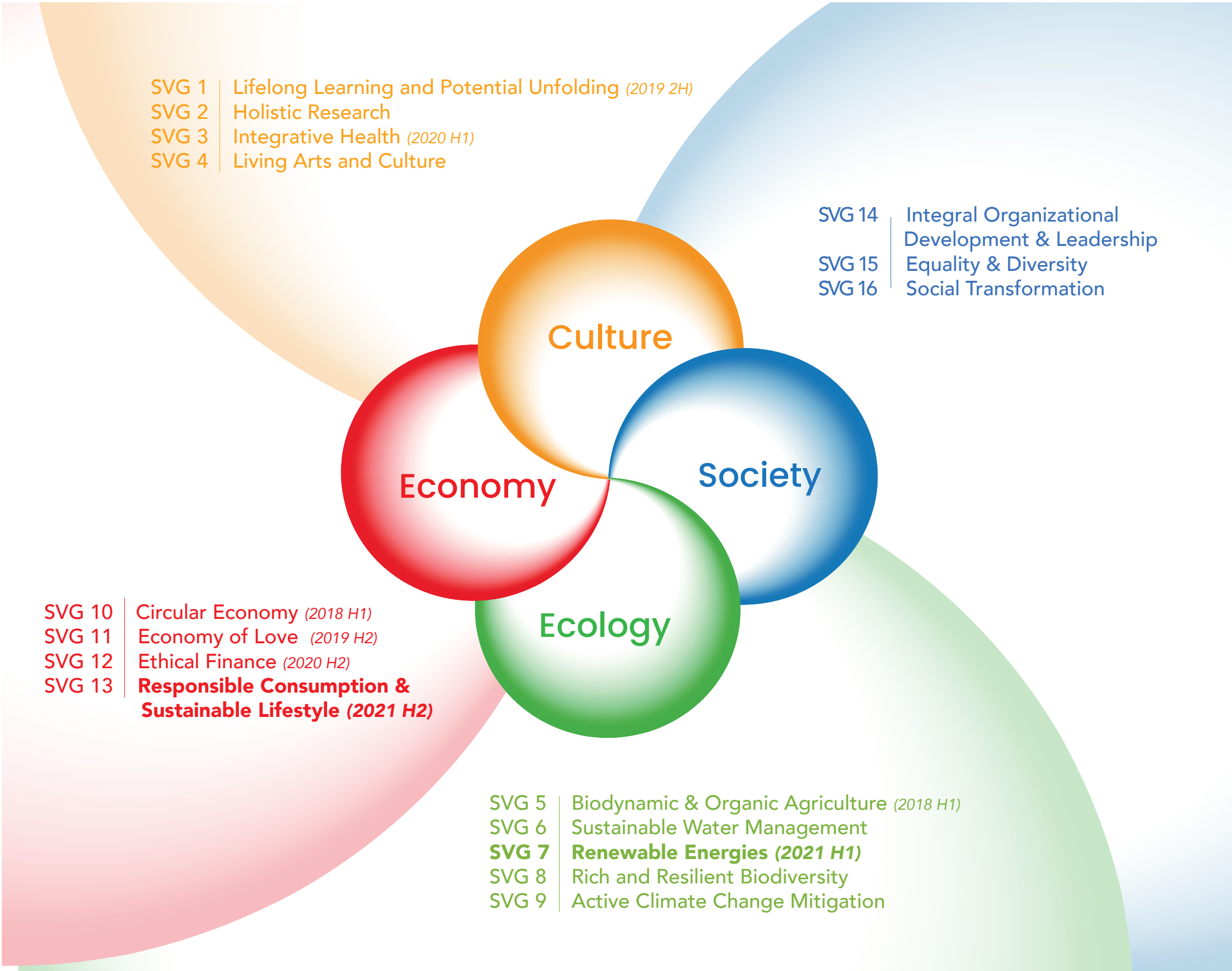
We are committed to Dr. Ibrahim Abouleish’s vision of sustainable development towards a future where every human being can unfold his individual potential; where mankind lives together in social forms reflecting human dignity; and where all economic activity is conducted in accordance with ecological and ethical principles.

The SEKEM Vision can be expressed in the Sustainability Flower, which implies development in the four spheres of life – economic, cultural, societal and ecological life.

In 2018, one year after SEKEM founder Ibrahim Abouleish passed away, the larger SEKEM community formulated its SEKEM Vision Goals for Egypt 2057 (SVGs) and its related mission for SEKEM. These goals create a visionary path which leads to social innovation and societal transformation in order to address the local and global challenges of today.

Every year, SEKEM focuses on two vision goals. In 2020, our focus laid on Integrative Health (SVG#3) and Ethical Finance (SVG#12). This report is one way to illustrate the impact made and progression on serving our goals.

By striving towards our vision and mission, SEKEM addresses the 17 United Nations (UN) Sustainable Development Goals (SDGs). We found it necessary to create our own set of goals with a higher emphasis on our cultural life. Nevertheless, we take inspiration and guidance from the SDGs wherever possible. The reader will see a link between SEKEM’s 16 Vision Goals and the 17 UN SDGs presented below.



The Vision of Sustainable Development in the Desert Became Reality



Maximilian Abouleish-Boes,
Ph.D, SEKEM Sustainable
Development Lead.
Having joined the company in
2010.

Q/ What does sustainability mean for SEKEM?

Ideally, it means that we as humans develop ourselves and the earth and live in harmony with creation and the universe. Practically, it means managing trade-offs resulting from the attempt to balance economic, cultural, social and ecological life and needs.

Q/ Describe one of SEKEM’s key sustainability dilemmas?

The strong environmental pollution in the crowded delta and Nile region makes it strategically important to grow organically and biodynamically in the desert. This often requires tapping into fossil water sources, which is not sustainable. But, we believe that showing sustainable agriculture and community building in the desert as part of our value creation is an important priority to respond to Egypt’s burning issues overall and to offer solutions that can be upscaled in other parts of the world.

Q/ What have been the key achievements of sustainability at SEKEM in 2020?

We have proven our resilience by achieving most of our financial and sustainability objectives despite the global pandemic and continued to set a positive signal of development to the world by continuing our Greening the Desert project and working on our other vision goals.

Q/ How does our sustainability work link to that of our customers, and what is the impact?

With our SEKEM Vision Goal #11 Economy of Love, we strive to make the economic, social, cultural and environmental impact of the consumer’s buying decision transparent with a holistic and true cost perspective on the product level.

Q/ What does our approach towards sustainability look like?

We follow our SEKEM Vision Goals. Around each goal a vision group is formed that acts as a steward. We create an organization or department that can act as a container to offer products and services and break down the goal to concrete yearly objectives. Then we engage in research or prototyping in order to learn. Our approach is to learn by

doing and to strive for incremental improvement instead of perfection.

Q/ How do we check our approach?

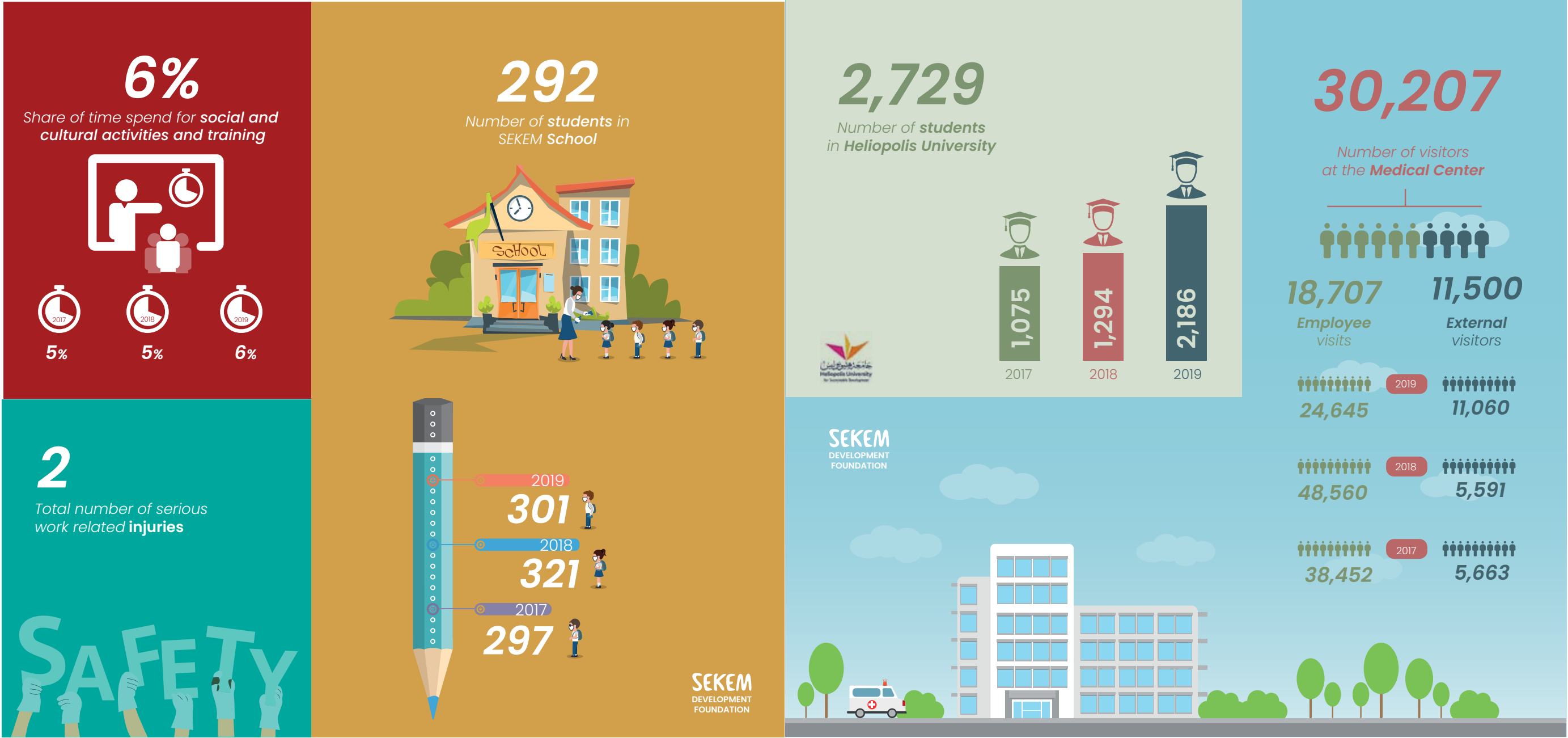
Each organizational entity that is striving for a goal needs to define checklist items and metrics to judge on the ability to serve their respective purpose serving our Vision Goal. Additionally, we define yearly objectives with regard to these metrics and track them on a monthly basis with responsible people. The most relevant data culminates in this yearly report to be shared with our key stakeholders and approved by our board of directors.

Q/ How would you describe SEKEM’s strength and weakness?

Our strength is our ability to integrate and maintain the holistic approach to value creation including all spheres of life. We are a microcosm of different institutions with a strong network of partners that offers solutions for societal challenges. This is a very complex endeavor, and of course, we can always learn from others in terms of operational excellence. Another issue is that our products are often more expensive than the global competition. We always argue to take into account the true costs and values of products in order to compare.



Cultural Life



Sustainable cultural development means individual human development. The people need to be guided to their individual inspirational sources, whether these are sciences, philosophy, religion, arts or beauty. This can only be achieved through freedom in cultural life through the establishment of connections with other local cultures through a global network.

For us, education, research, health, arts and culture form the main pillars for this sphere of life.

Note: Data on the left reflects SEKEM Holding companies; data in the middle and right reflect SEKEM Development Foundation, Heliopolis University for Sustainable Development.

SVG 1: Lifelong Learning and Potential Unfolding

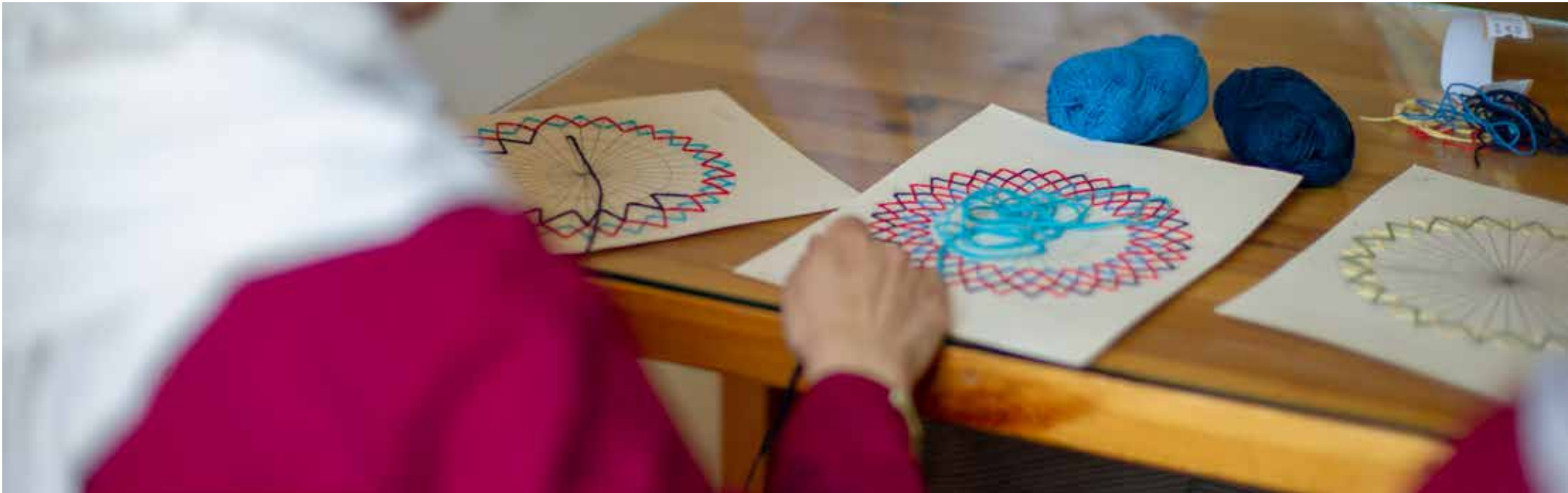
Holistic Education and Potential Unfolding was SEKEM's focus topic in the second half of 2019.

Egypt has challenges in the education sector

According to the [UN Human Development Report 2020](#), Egypt's public education system still ranks among the lowest in the world (110/189) and is not sufficiently financed, but has climbed up in ranking in recent years thanks to continuous efforts from the government of improving accessibility and quality of public schools. However, the literacy rate is still at only 71% and more than half of Egypt's students fail to reach even the low benchmark in international learning tests.

SEKEM focuses on life-long learning

The vision is built on the understanding of lifelong learning – from the nursery to university and at work. SEKEM's educational facilities focus on offering people and students space for their individual development and potential unfolding instead of providing them with universal teaching and learning models. The challenge lies in building the capacity of educational facilitators, teachers, university staff and professors to use the appropriate pedagogical approach to reach people's minds, feelings and motivation for taking the initiative.



Individual potential unfolding is an integrated part of our work life

In the context of SEKEM companies, we recognize that potential unfolding and education has to be an integrated part of work life. Our aim is to spend 10% of working time on activities related to potential unfolding. Next to the job and quality system training, HU's Center for Education for Sustainable Development offers a Core Program for all employees focusing on arts and culture. Besides that, regular vision meetings with SEKEM's leadership team enable employees to share their views and participate in a dialogue on the different SEKEM Vision Goals and other relevant topics. The participation of all employees in SEKEM's bi-annual festivals and Space of Culture events is also part of our human development efforts. A self-made talent show program allows motivated employees to show their talents and win recognition.

Talent Management & Recognition

At SEKEM, every employee plays their part in serving our vision. Our investments in leadership and technical competencies – from recruitment to retirement – support people in building productive careers with us, and are therefore investments in the success of our business.

The six stages of a career lifecycle at SEKEM:



The sequence below outlines describe the six stages of a career lifecycle at SEKEM:

- Recruit:** helping internal candidates see and apply for job openings.
- Onboard:** facilitating the arrival of new employees through our Orientation program.
- Develop:** publishing all job profiles, so employees can assess their suitability and plan their next career move.
- Perform:** creating conversation around performance, bringing consistency and fairness to our management and evaluation processes.
- Reward:** aligning compensation ranges across job levels and pay progression with the market.
- Leave:** conducting exit surveys to collect feedback, so we keep improving SEKEM.



5 Major initiatives

1. Community-Based Learning by HU Students in 13 Villages and Wahat Farm
2. Ongoing Training of Teachers (ToT) in SEKEM School [Read More](#)
3. Happiness at Work Program at SEKEM & HU (part of SEKEM Core program) [Read More](#)
4. The Education for Sustainable Development (ESD) Program [Read More](#)
5. ESTEDAMA is Egypt’s first specialized sustainable agriculture and food production incubation program designed to support young Egyptian entrepreneurs [Read More](#)

Link to UN Sustainable Development Goals:



Employee Engagement



Nana Woo,
SEKEM 's Core program
Specialist
Having joined the company in
2018.

Q/ What does the Core program mean for you?

For me, the Core program is to find people’s potentials and the core value of each individual. I aim to support more educational programs for the employees and farmers to be themselves, to recognize the core of each other. I also aim to support the employees not only with their technical or professional skills but the core of the human being, including value, appreciation, tolerance, acceptance, love, and compassion. Each person has a diamond that needs to be polished to shine, and the Core program makes people take care of themselves.

Q/ What have been the key outcomes of the core program at SEKEM in 2020?

This year around 150 of the employees participated in the program. This means that the first key outcome is the

increase in participants. People at SEKEM have become more self-motivated to attend the sessions and share the experience. They also asked for the program to be repeated regularly. The second key outcome, especially in Heliopolis University, was that it is the first time to employ a number of skillful employees like Amina Taitoon and Amina El-Shamsy, to play the role of instructors.

Q/ What is the feedback of our employees on it?

Due to people’s different social backgrounds and dynamics in SEKEM, the influence varied from one to one. I’ll share with you how the mindset of an engineer in LIBRA, Mohamed Fareed, has been influenced by the activities held. At the beginning of the program, he was wondering why we are doing that, and I told him to wait and try with me for three months. Later I asked him the same question, and he answered that we are not machines. We are human beings; we need to breathe, be happy, think about ourselves, and stop acting like machines.

Q/ How will we know it’s working?

I am using the methodology of the survey, and interviews. The participants have shared their experiences, made performance presentations and sharing the Core program’s experience in the Sunday meeting is a perfect way to evaluate.



Q/ How are you making improvements to the core program?

I intend to include better, well-trained, and more inspiring instructors, involve more of SEKEM’s gifted employees as instructors, and improve the participant’s motivation and make it increase to join the core program. I also want to make it a regular program, do more systematization, have a clear system, and collaborate more with the human resources department.

Q/What are you most excited about in the next year?

In 2021, I’ll be working to create a happy committee that is self-organized by the employees who are motivated to create this kind of human development program, who want to voice, ask colleagues what today is, and hear the feedback themselves. I want the Egyptian energy to hold this together and the Egyptian colleagues to have a group conversation together about what is a happy working environment.

SVG 2: Holistic Research

SEKEM companies, SEKEM Development Foundation and Heliopolis University for Sustainable Development have always been involved in applied research and development.

Holistic research as a vision is a strong call for the quality of how we gather and authenticate knowledge, find solutions to our practical challenges and verify the sustainability of our activities. Since its beginnings SEKEM and all its endeavors built on research being integrated into the way we do business because biodynamic and organic agriculture did not exist in Egypt and had to be developed for the local climate conditions. Dr. Ibrahim Abouleish himself was a pharmaceutical researcher by profession and passion, and he created early on the SEKEM Academy with all its different soil, water and microbiological labs to create products that help farmers to grow crops. Later on, the academy turned into Heliopolis University for Sustainable Development and expanded its research activities into other domains in collaboration with partners and firms. Atos Pharma has research built in its DNA and came up with more than 30 medical products developed together with its partners.

However, to prepare for the world of 2057, new and upcoming themes that are likely to have a major impact on all human life will become an increasing focus. The question of a holistic approach to artificial intelligence research is closely linked

to the spiritually inspired question of what defines a human being and what distinguishes it from a humanoid or cyborg. This will be dependent on the challenge of developing sound scientific methodologies that are needed, and HU started to build a network of cooperation partners to address these questions.

Growing importance of social and humanistic research and general knowledge transfer.

For SEKEM, investments in research and development projects are justified based on the value they create for society and human development. The majority of SEKEM’s and HU’s research and development projects are in the field of natural science and engineering. Nevertheless, we recognize the importance of the humanities and social sciences. At HU, the faculty of Business & Economics and the HU Core Program Department are places where social and artistic research is done.

Furthermore, a large share of available development funds are used to disseminate available knowledge and best practice of biodynamic farming and other sustainable resource usage technologies into the surrounding communities.

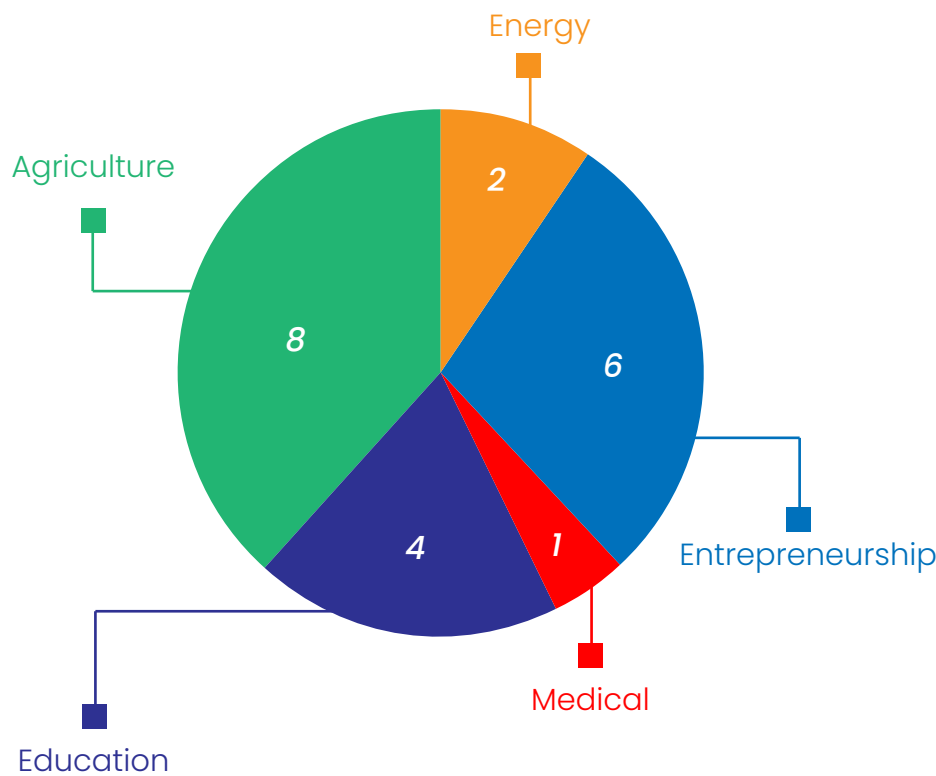


6 Major sustainable initiatives

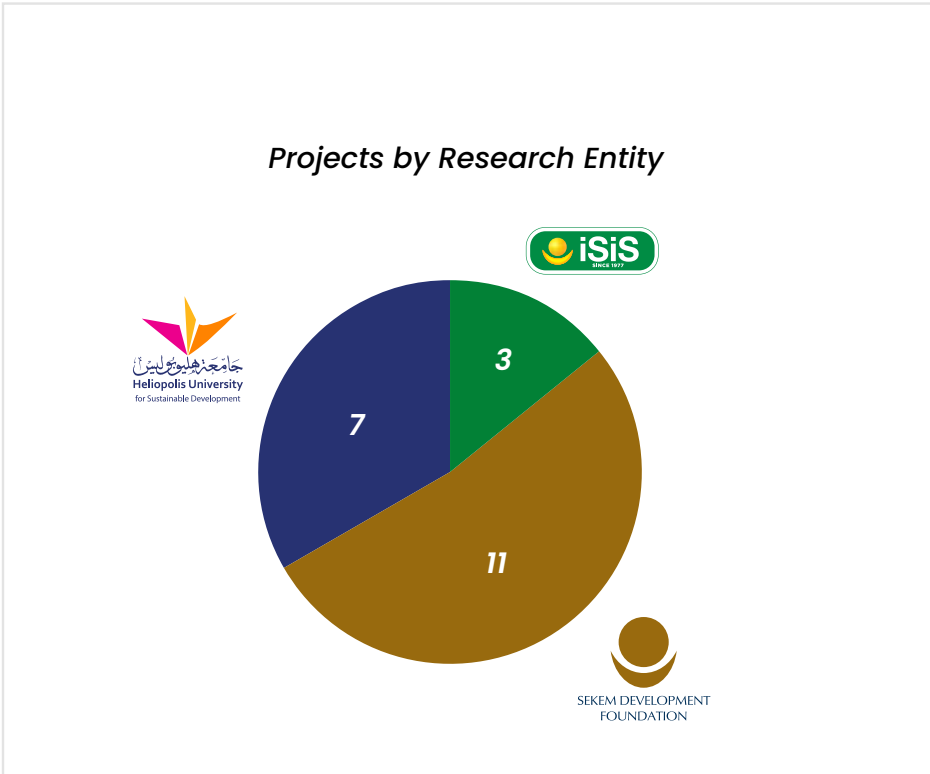
In 2020, SEKEM companies, SDF and HU are engaged in 21 running research and development projects in the following fields of engagement.



Number of R&D Projects by area



Relevant Indicators for Today:



Note: Data reflects activities from entities mentioned and does not include the research projects done by Atos Pharma.

In total, SEKEM companies, SDF and HU are engaged in 21 running research and development (R&D) projects with a total project budget volume of 20.8 Mio EGP in 2020. The in-house contribution of SEKEM affiliated entities was 1.4 Mio EGP, which represents an increase of 40% compared to our in-house R&D expenses from 2019.

Link to UN Sustainable Development Goals:



SVG 3: Integrative Health

Integrative health was our focus topic in the first half of 2020.



Basic health system access is an issue to be improved

According to the [World Economic Forum's Global Competitiveness Report in 2019](#), Egypt is descended to position 65 out of 141 countries in regard to healthy life expectancy in years. According to the [Institute for Health Metrics and Evaluation](#), Egypt scores 55% at the Universal Health Coverage (UHC) effective coverage index and is growing 1% per year. These metrics represent relevant service coverage across population health needs and how much these services could contribute to improved health.

SEKEM wants to offer a holistic approach to health care

Human health is not only dependent on short-term medication to fight separated symptoms but should be seen as a holistic system which includes the physical as well as the spiritual body. Bringing human health in relation to the natural, spiritual and social sphere is one of SEKEM's major

goals when it comes to rethinking the classical health system in Egypt. For its vision goal, SEKEM commits itself to integrate a holistic view on the human being including body, soul, and spirit and to disseminate this approach and understanding in Egypt.

We take responsibility for protecting the health and safety of our employees

Our company-wide approach emphasizes that occupational health and safety (OHS) does not only apply to factories – it affects all of us. Since 2006, we have reached 100 percent manufacturing site compliance with the global OHS standard OHSAS 18001. In 2020, we reached 100 percent manufacturing site compliance with the new standard ISO 45001. We are close to the full implementation of our global OHS management system, and tracking OHS data as we strive for continuous improvement. Our target is to cover all non-manufacturing sites by the end of 2021.

Dealing with the Corona Pandemic

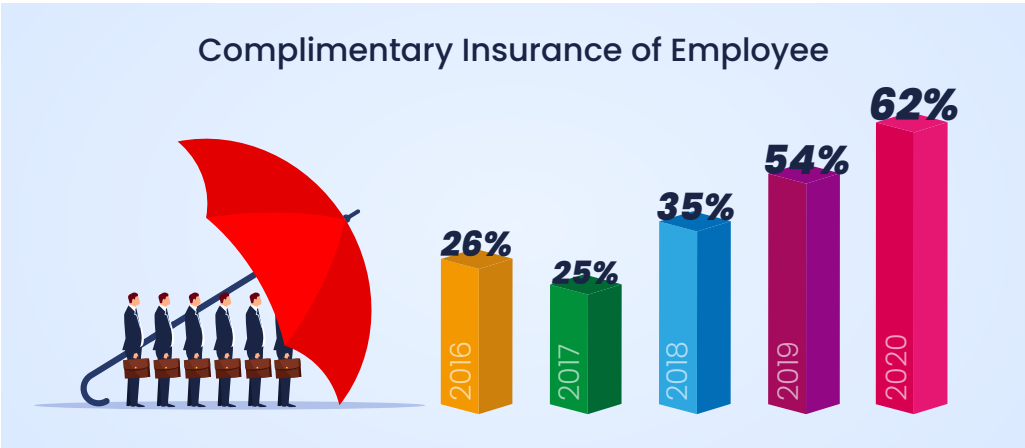
In 2020, we developed health services with an integrative approach to promote the health competence of employees through information events and workshops. The focus was on a healthy lifestyle to strengthen the immune system and self-healing powers. The program was called Dealing with the Corona Pandemic through a Healthy Lifestyle and over 1000 employees joined. Employees took part in one or two workshops each month and received personal advice, medical examinations and treatments as needed.

4 Major sustainable initiatives

- 1. Integrative Health Center with Branch in HU [Read More](#)
- 2. Integrative Physical Therapy Program [Read More](#)
- 3. Integrative Children’s Health Program (SEKEM School & Kindergarten) [Read More](#)
- 4. Integrative Health for All – community health care program [Read More](#)



Relevant Indicator(s):



and our aim is to maximize the coverage. All our employees are covered by mandatory governmental insurance, but we see an advantage for the employees to get privately insured as well. A big advantage for our employees is that they have a wide range of medical and health services on-site at the SEKEM farm and at the HU campus that are covered under their insurance.

Help now and donate: Integrative Health – SEKEM



Scan QR code and Watch the video

We offer our employees to share the costs of private health insurance by contracting with a private health insurance company, which is offering good services at affordable prices through many branches of pharmacies, hospitals and clinics in all parts of Egypt. **Over the past years, this ratio of privately insured SEKEM employees has improved to 62%**

Link to UN Sustainable Development Goals:



SVG 4: Living Arts & Culture

Cultural life is an integrated part of work



SEKEM is committed to cultivate and include the local as well as global cultures within the work and living environment. As a share of their working time, every employee is taking part in various cultural events and training. This is supported through regular festivals in which all SEKEM employees, children from the SEKEM schools, HU students, EBDA farmers and other friends participate.

Furthermore, we encourage every employee to take part in various cultural events and training. Music input, as well as artistic exercises, are always included before bigger meetings. Both SEKEM and HU hold Space of Culture together at HU campus and recently also at SEKEM Wahat farm, in which celebrations of arts, movements and lectures are presented on a weekly or regular basis and are partly open for the public.

2 Major sustainable initiatives

1. Space of Culture (SEKEM & HU)

‘Space of Culture’ occurs regularly on SEKEM Farm and Heliopolis University campus. SEKEM’s art team prepares weekly performances, and sometimes invites external artists to perform. Performances include a whole -range of variety of all kinds of arts as well as presentations to actual topics of society.

[Visit the Space of Culture Website](http://www.spaceofculture.com/)

<http://www.spaceofculture.com/>

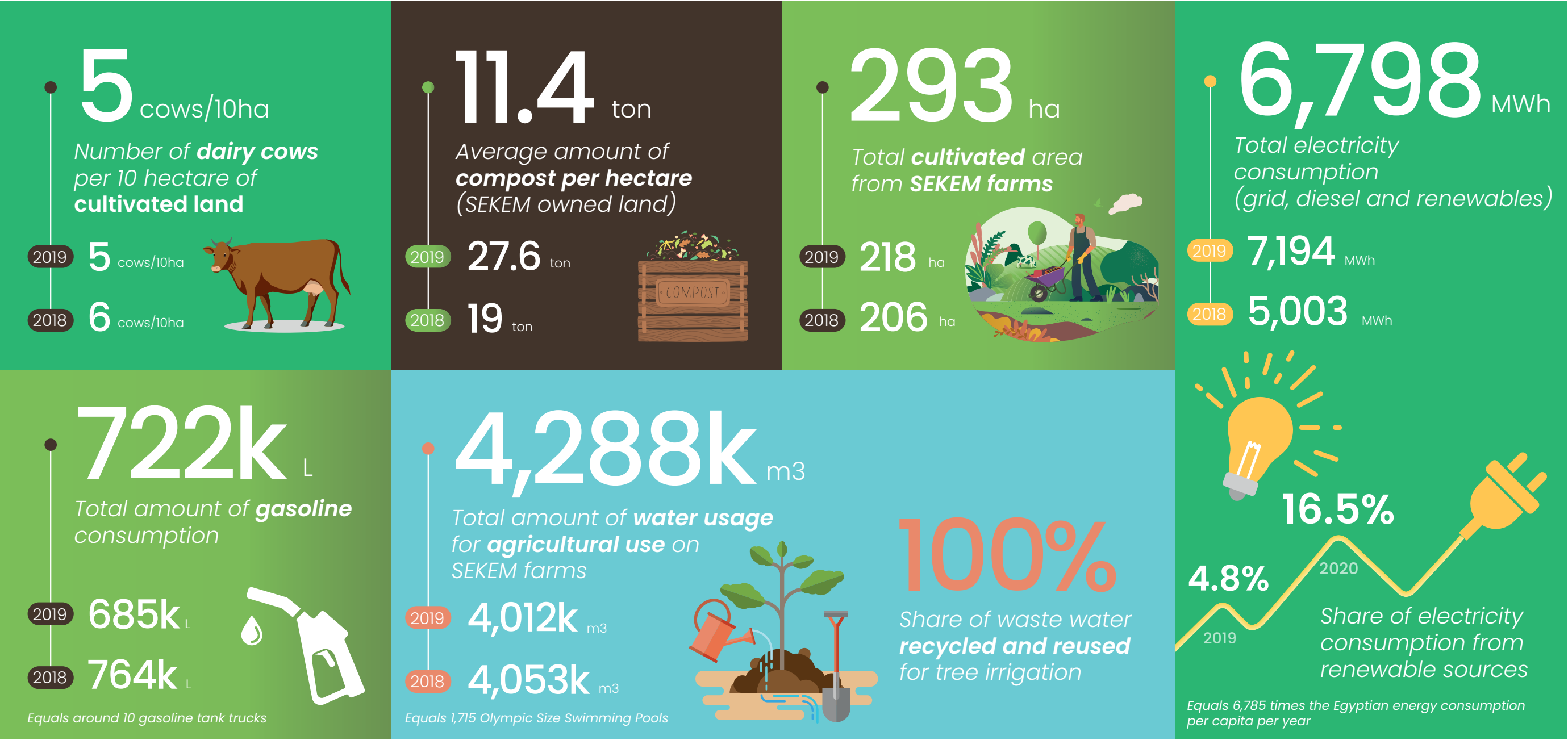
2. Space of Culture in SEKEM-Wahat farm

On the 25th of November 2020, the opening of the Amphitheater Ibrahim Abouleish took place and became now the cultural heart of Wahat farm. The performances there include local traditional musicians and storytellers from the local area Bahareya oasis.

Link to UN Sustainable Development Goals:



Ecological Life



Energy, air, water, minerals, soil & minerals, plants and animals are the six kingdoms of nature that form the basis of life on earth. The human being with our social life lives in interdependence with nature. Our mission on earth is not only to live in harmony with nature and to use resources sustainably, but also to develop the earth. For us, biodynamic agriculture, sustainable water and energy management, fostering biodiversity, and active climate change mitigation are the main aspects in this sphere of life.

Note: Gasoline consumption, waste water usage, and energy consumption reflects SEKEM Holding and companies; Agricultural water usage, compost, and cultivated area reflects SEKEM Agriculture only.

SVG 5: Biodynamic & Organic Agriculture

100% Organic Agriculture was the focus topic in the first half of 2018.

SEKEM is the pioneer in organic and biodynamic agriculture in Egypt

Organic and Biodynamic agriculture has been on the rise in Egypt ever since SEKEM started the movement in 1977, given its great importance to humans as well as to the environment. The organic sector in Egypt has a great potential for growth, in terms of its domestic as well as the export potential, where there is a significant potential for innovation in the sector as a whole as well as in the organic farming systems. Despite the significant potential of the organic agriculture sector in Egypt, its growth is restricted by multiple persistent challenges faced by the different actors of the sector. Such challenges can be categorized into economic, institutional, policy, operational, market entry and exportation challenges.

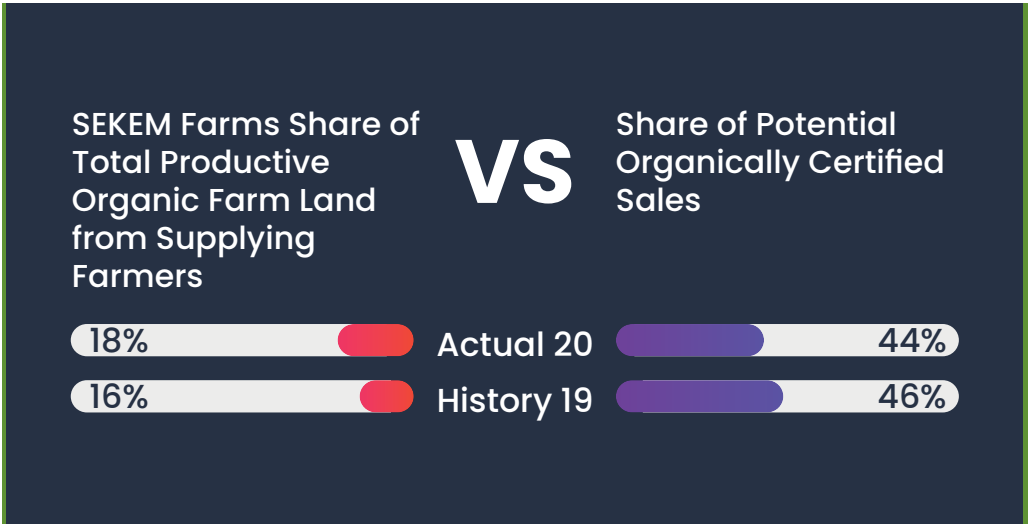
Still a long way to go to reach 100% organic

SEKEM's vision of 2057 is that all Egypt is cultivating 100% Organic and Biodynamic agriculture. Today, only 3% of Egypt's agricultural land is farmed in an organic way. This reflects the global situation. In Egypt, SEKEM's and our supplying farmers' actively cultivated land only cover up to 2% of this organically cultivated area.



7 Major sustainable initiatives

1. With our **Greening the Desert** project we aim to reclaim ca. 1,000 ha of desert into fertile farmlands until 2027 [Read More](#)
2. With the **Predator Lab** HU offers biological pest control agents to the farmers [Read More](#)
3. With **liquid manure** HU developed a new product for bio-fertilization.
4. In collaboration with HU the **Organic Egypt** project supports the EBDA to upscale organic agriculture in Egypt
5. HU is running a **D.O.C. research field** in Adleya to show the difference between biodynamic, organic and conventional agriculture.
6. The EBDA is developing a **Participatory Guarantee System (PGS)** in order to emphasize organic farming on a process level (not product level) [Read More](#)
7. SEKEM farm shops **offer organic food to employees** at farm gate price. [Read More](#)



Info: Graphs on cultivated area reflect data from SEKEM for Land Reclamation and EBDA; Graph on sales certification reflect data from ISIS, NatureTex, and Lotus.

SEKEM managed to increase its own cultivated farmland in the desert, which is less affected by environmental pollution than the crowded Nile Delta. The cultivated area of supplying farmers under the EBDA remained relatively stable, which leads to an increased share of SEKEM's own farmland in the supply chain in order to better manage the risk of unavailable organically certified raw materials coming from suppliers. SEKEM's share of potential organic sales decreased due to raw material quality and availability challenges from ISIS' supplying farmers (especially for anise tea) mainly caused by toxic residues in the available water and/or air, which often leads to the contamination of products that cannot be certified anymore. SEKEM addresses this challenge as well with the development of a PGS system that puts the priority on the integrity of the farmer to organic and biodynamic practice and processes.

Link to UN Sustainable Development Goals:



SVG 6: Sustainable Water Management



Egyptians live under the water poverty line

Egypt lies in a super arid climate zone with in average [less than 20 mm](#) of rainfall per year. With more than 100 million people, Egypt is already below the water poverty line given by the United Nations, while at the same time the limited water resources have to serve the needs of even more people in the coming years.

Agriculture consumes the vast majority of water

The agriculture sector consumes the lion share of ca. [86% of available water](#). In total, Egypt is using 62 billion m³ of water per year, out of which [93% come from the Nile](#) or renewable underground Nile aquifers and the remaining share from non-renewable, fossil water sources, such as the Nubian aquifer in the Western Egyptian desert. The Nile sources come from four countries, whereas the Nubian aquifer is the largest aquifer in the world covering a volume of [150,000 billion m³ of water](#).

Efficient irrigation systems are needed to avoid flood irrigation

Given the pivotal role of agricultural water consumption the importance of efficient water irrigation cannot be underestimated. Around ⅔ of available farm land is cultivated by small scale farmers in the Nile delta and belt that predominantly use flood irrigation, which loses a lot of water through evaporation. Much better are pivot, sprinkler or drip irrigation systems that use 30-50% less water respectively. Human capacity to manage, cost-effectiveness and mechanical durability are also major factors influencing the decision for irrigation systems and make it very difficult to apply highly efficient irrigation systems such as subsurface irrigation systems.

We intentionally use a precious and scarce resource

The SEKEM Wahat farm uses mainly large scale pivot irrigation systems due to the above-mentioned reasons and a high iron content in the groundwater that causes problems for other alternative systems. Drawing from a non-renewable, fossil

groundwater at the Wahat farm SEKEM acknowledges the fact that within the course of some centuries the available water resource could be ended, but we expect systemic changes and technological innovations that will make existing water locally available and believe that showing a proof-of concept for an overall positive value creation for society is justified.

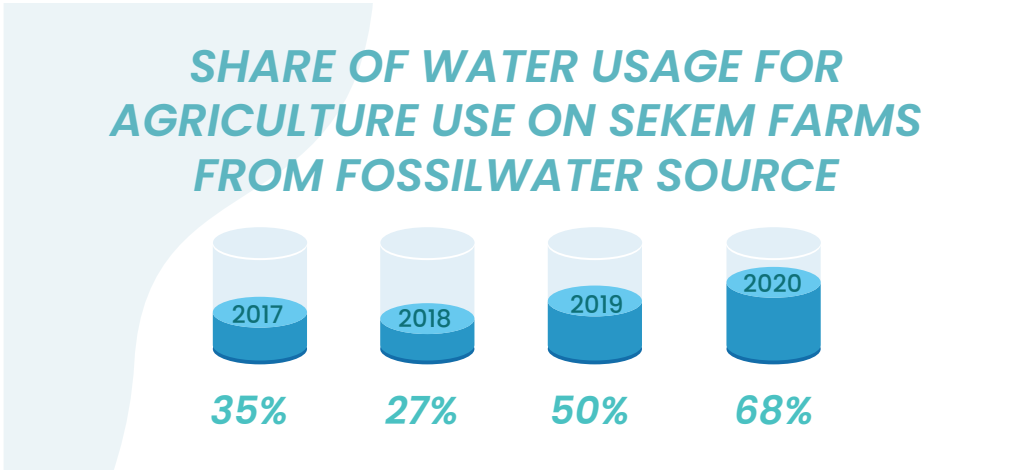
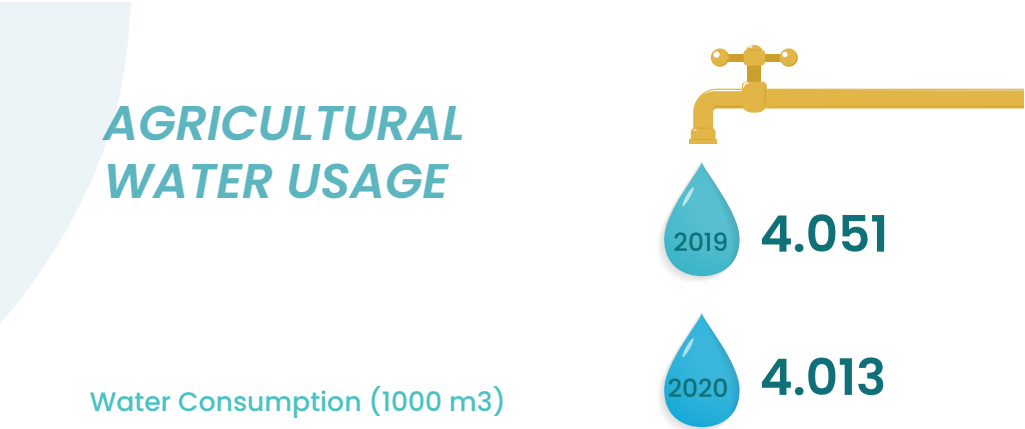
Municipal wastewater management is a hot topic

Besides the agricultural sector, municipal wastewater management is Egypt wide in a difficult state and tends to also negatively impact available fresh water resources due to increasing pollution. Hence, SEKEM together with HU focus on research programs and implementation of innovative and low-cost concepts like natural wastewater treatment plants, desalination of salt and brackish water and water recovery through humidity condensation.

8 Major sustainable initiatives

- 1. Wastewater project (a sustainable solution for decentralized water treatment) [Read More](#)
- 2. Hydrosa project (an agroforestry land treated by wastewater) [Read More](#)
- 3. DeVilag project (a rural development project for subsistence farming) [Read More](#)
- 4. SureMap project (A rural development project for desert agriculture) [Read More](#)
- 5. Development of a cooling-system linked decentralized wastewater treatment system for urban areas, that improves air quality and improves the microclimate [Read More](#)
- 6. Preparation of the establishment of the wastewater management of 13 villages [Read More](#)
- 7. HU is running an aquaponic research system [Read More](#)

Relevant Indicator(s):



Info: Graphs reflect data from SEKEM for Land Reclamation

SEKEM’s agriculture activities consume 99% of the total water consumption. In general, the absolute agricultural water consumption remains relatively stable. The majority of water consumption comes from SEKEM Wahat farm. This farm shows a strong expansion of cultivated areas through our Greening the Desert project and is the only farm that

gains irrigation water from fossil sources (Upper Nubian Sandstone Aquifer System). The other SEKEM farms source their water from the Nile, associated governmental irrigation canals, and renewable groundwater. Due to the expansion of 5 new pivot irrigation systems at the SEKEM Wahat farm we can see an increase in the relative share of fossil water used compared to last year.

Link to UN Sustainable Development Goals:



SVG 7: Renewable Energies

100% Renewable Energies will be the focus topic in the first half of 2021



Egypt is strong on fossil energy and has a huge potential for renewables

As one of the largest oil and gas producers in Africa, Egypt plays a crucial role in the regional energy market. Currently, [Egypt has around 11% renewable energy sources](#). A [study of the International Renewable Energy Agency](#) (IRENA) found that with sufficient investments, renewables could provide 22% of Egypt’s total final energy supply in 2030.

SEKEM will use 100% renewable energy by max. 2027

SEKEM, together with HU and international partners is constantly working on an awareness creation in Egypt to foster a timely paradigm shift towards more sustainable energy production and consumption. We aim to cover our own energy needs by 100% renewable sources by 2027 – if possible earlier.

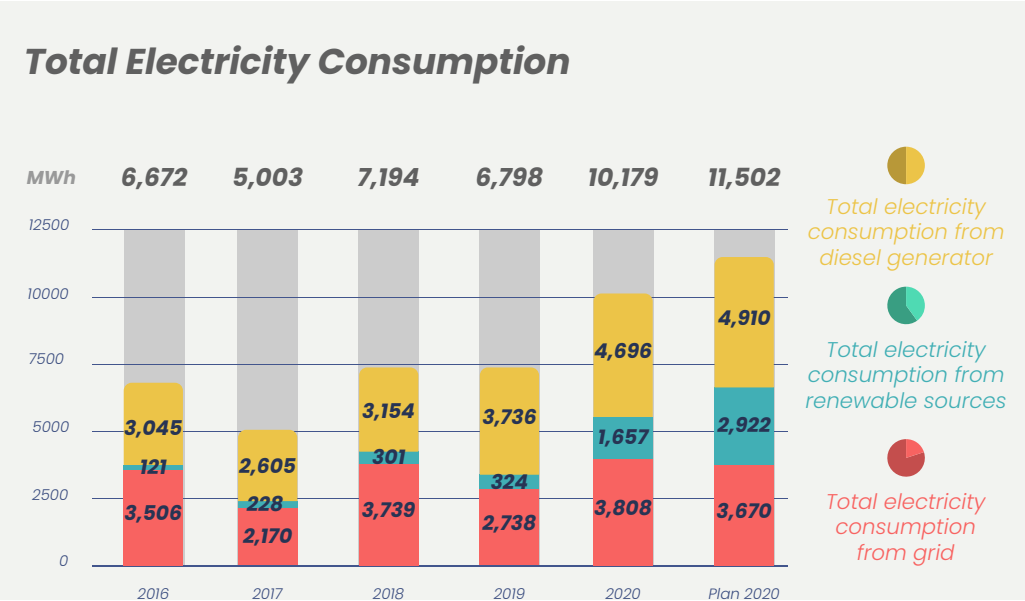
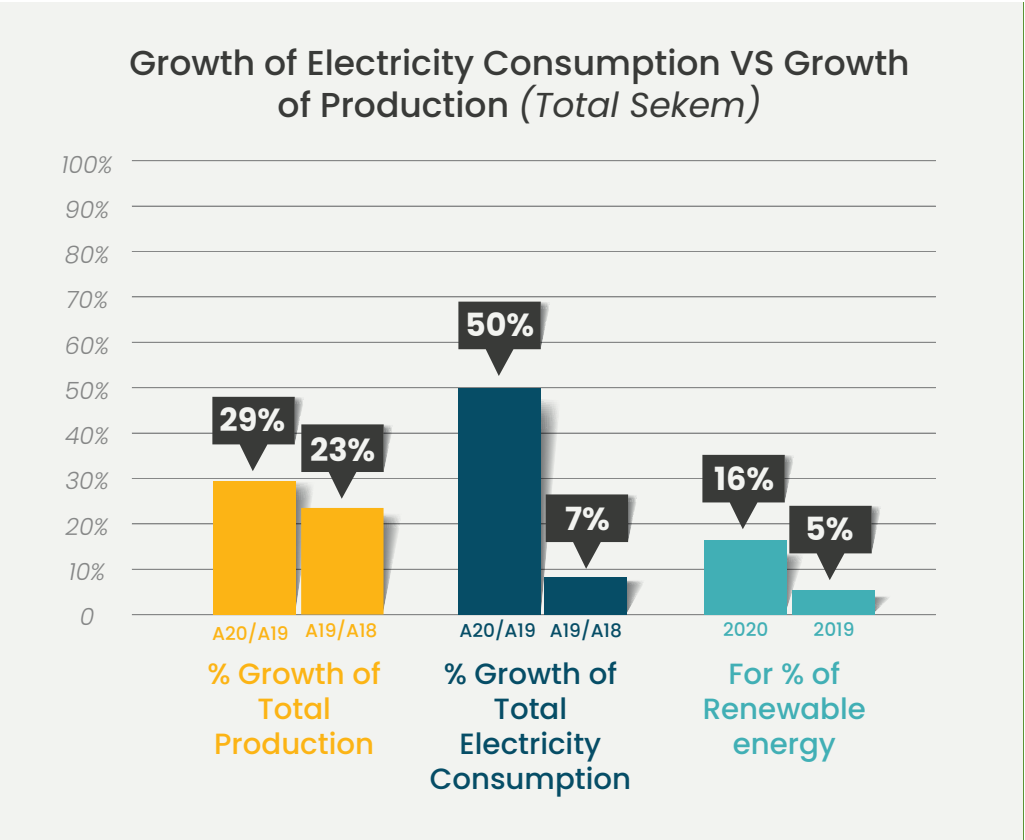
Renewables pay off quickly – especially off grid

Just a few years ago, governmental subsidies for diesel and grid-power made renewables not affordable for businesses and private use. Today, the situation has changed and even with relative low diesel prices ([ca. 6.00 EGP](#), i.e. ca. 0.33 EUR) investments into renewable energy power, such as photovoltaic, break-even at more or less 5 years. This is especially relevant in off grid situations like at Wahat desert farm, where new power infrastructure investments are only done with renewables. Energy storage remains a challenge under the harsh climate conditions. We are proud to say that our PV solar pumping systems have been engineered with our own local staff and the chassé to carry the imported panels have been constructed and installed by the SEKEM Vocational training center.

5 Major initiatives

1. Implementing Greening the Desert project with renewable energy
[Read More](#)
2. Obtaining governmental licenses for feeding in renewable energy into national energy grid
3. SureMap aims to establish an interdisciplinary engineering MSc that trains engineers, suitably qualified to implement the “1.5 million feddan desert reclamation” target, as well as similar water, energy and food related challenges in the “Egypt 2030” strategy.
4. Med2IAH project is primarily designed to have an impact at system level and trigger reform processes at the national level in Mediterranean Partner Countries (PC).
5. Developing biodiesel fuel at HU

Relevant Indicators for Today;



Info: Graphs reflect data from SEKEM Holding and all subsidiaries



SEKEM Holding’s consolidated and combined energy usage (diesel, grid and renewable energy) summed up to a total amount of 11,502 MW hrs. This represents a growth of 50% compared to last year and is higher than SEKEM companies’ consolidated and combined production volume, which does not reflect what we want. Our aim is to decouple our energy from the production volume growth. The reason is the relative energy intensive increased land reclamation activity at SEKEM Wahat farm. The good news is that SEKEM’s absolute production of renewable energy increased at the SEKEM Wahat farm through the installation of five new PV energy systems for pivot irrigation, which **increased our share of renewable energy in the total energy mix significantly from 5 to 16%**. In 2021, we want to reach more than 30% of renewable energy share.

Link to UN Sustainable Development Goals:



SVG 8: Rich & Resilient Biodiversity

Biodiversity under threat

Biodiversity builds up the foundation for a range of services and products that are essential for human wellbeing, livelihoods and survival.

Biodiversity is defined by the Convention on Biological Diversity as “the variability among living organisms [...] [which] includes diversity within species, between species, and of ecosystems”. Therefore, it does not only embrace ecosystems but at the same time also is an essential part of them. As it is important for the functioning of ecosystems it has a high value for humanity and all other forms of life because it maintains the planet’s life-support systems.

Human actions interfere into the complex system of physical and biological processes of ecosystems.

By planting invasive species, causing pollution and climate change humans are causing habitat loss. These effects are drivers for biodiversity loss, which means the decline in number, genetic variability, and variety of species, and the biological communities in a given area. According to the model of planetary boundaries’ humanity has exceeded the safe operating space in this regard to a level beyond the zone of uncertainty where it is at high risk to reach a state that threatens the survival of humanity.

Biodiversity also plays an important role for



agriculture.

Some of the multiple benefits of biodiversity are: (1) higher biodiversity leads to a higher productivity that can be measured as biomass yield, and it can increase the water use efficiency; and (2) a diverse community can also help to increase resilience and regulate the populations of pests. Even though biodiversity is of high importance for agriculture, non-sustainable agricultural practices are one of the major drivers for biodiversity loss worldwide. Thus, it is important to deal with the question of what influence agricultural practices have on biodiversity and how farming practices can actively support biodiversity instead of decreasing it.

SEKEM supports the wild animals and plants on the farms by using organic and biodynamic farming practices.

The use of organic fertilizers and the conscious renunciation of pesticides supports the prevention of biodiversity loss. Creating habitats by building tree stripes and heaps of organic matter provides shelter for wild animals and plants

and therefore supports biodiversity. Small field sizes and adapted crops can help the agricultural ecosystem to be more resilient against biodiversity loss and external pressures.

Egypt lies in a super arid climate zone and apart from the Nile belt and delta and some oases ca.

96% of the 1 Mio km² of land is desert. The desert ecosystem has its own biodiversity and provides habitat for astonishing creatures that have adapted to the harsh conditions there. But Egypt is facing a shortage in agricultural land per person (below 400 m² per person per year) which is why desert land reclamation is very important for Egypt and its own food security. In order to understand what impact the reclamation has on the existing ecosystem a biodiversity monitoring is taking place in the desert farm in Wahat. This will help to develop a strategy on how to support the biodiversity on the developing farm.

SEKEM wants to actively support the biodiversity on its farms as much as possible.

First steps are taken to establish concrete measures to fulfill this SEKEM Vision Goal. A monitoring and assessment of the biodiversity in the SEKEM Wahat farm has been started and will constantly be developed further to measure the current state of biodiversity and compare it with the surrounding environment. Furthermore, SEKEM protects the endangered Egyptian bees and also considers the genetic biodiversity by developing and maintaining a seed bank for organic production. We as SEKEM understand that we are dependent on the services ecosystems provide for us and that we are a part of a complex interlinked system which we need to protect under all means in order to pursue sustainable development.

4 Major sustainable initiatives

- 1. Protecting Egyptian Bees from Extinction Project [Read More](#)
- 2. Breeding Seeds (Heirloom) [Read More](#)
- 3. Making a Biodiversity Assessment at SEKEM Wahat farm [Read More](#)
- 4. SEKEM Wahat Farm Being Part of the Ecosystem Restoration Camps Movement [Read More](#)

Relevant Indicators for Today

Monitoring and data analysis in terms of biodiversity research is a long and complex process. We started to establish a baseline for biodiversity at the Wahat farm that gives just a first idea of what species to find in the SEKEM desert farm. In the future, this can be compared to the surrounding



oasis ecosystem. Another idea is to assess the biodiversity at our mother farm nearby Belbeis at the edge of the Nile delta, where desertification represents a risk and where our approach can be considered as a way to stop that trend.



Tree planting is an excellent way to build a habitat for insects, birds and other animals. SEKEM for Land Reclamation is committed to plant one million trees until 2027 on all its farms. During 2020, our efforts of tree planting were minimized due to the Covid-19 circumstances, and we intend to largely increase the number of trees next year.

SEKEM maintains a seed bank for our organic production, which also includes many local and adapted, imported varieties. We make this knowledge and seeds available to our network of farmers.

Relevant Indicators for Today:

- Share of organic matter in farm soils (at 0 – 10 cm depth): 0.7% (avg.) (2020 and 2019)
- Share of organic matter in farm soils (at 11 – 35 cm depth): 0.4% (avg.) (2020 and 2019)
- Number of seed varieties of own seed bank: 241 (2020) , 257 (2019)

With regard to soil quality we monitor several indicators on all our farms, such as organic matter in soil, pH in soil, salinity and sodium absorption rate, and the amount of effective microorganisms per gram in the soil. Before each season, this data is analyzed to inform sound fertilization management. For obvious reasons, every farm has its own particular context and dynamics that make it difficult to be compared.

In Relation to the UN Sustainable Development Goals:



SVG 9: Active Climate Change Mitigation

Agriculture and forestry can stop climate change

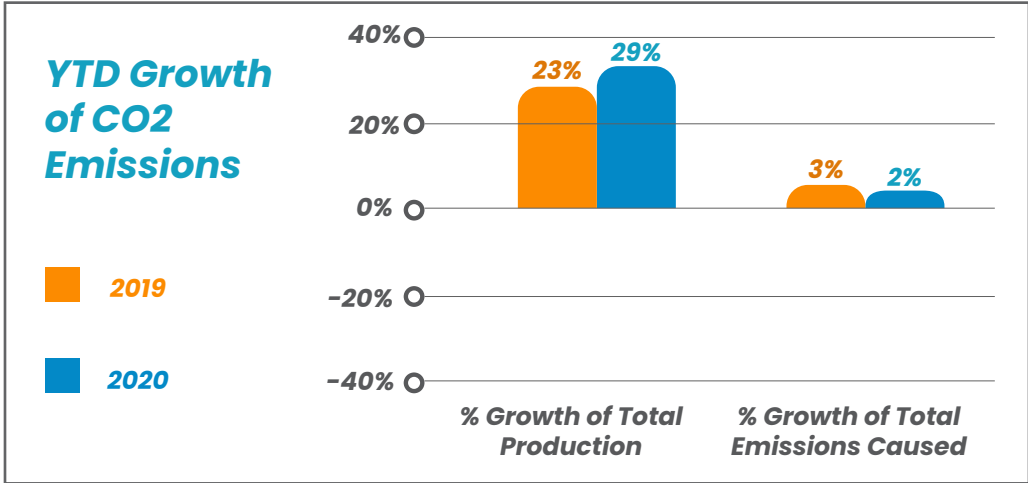
As the consequences of climate change are increasingly affecting our planet and people and the scientific community essentially agree on climate change being one of the biggest threats of our time, it becomes more and more apparent that ethical economic practices require a paradigm shift. In a modern production system, emissions are unavoidable but can be reduced and compensated. Agriculture and forestry make up [22% of global emissions](#). With more than 43 years of experience in sustainable agriculture, we at SEKEM are convinced that a change in the agricultural sector alone could bring us quite close to the international climate objectives. [Read More](#)

Egypt has a high risk of negative impacts from climate change

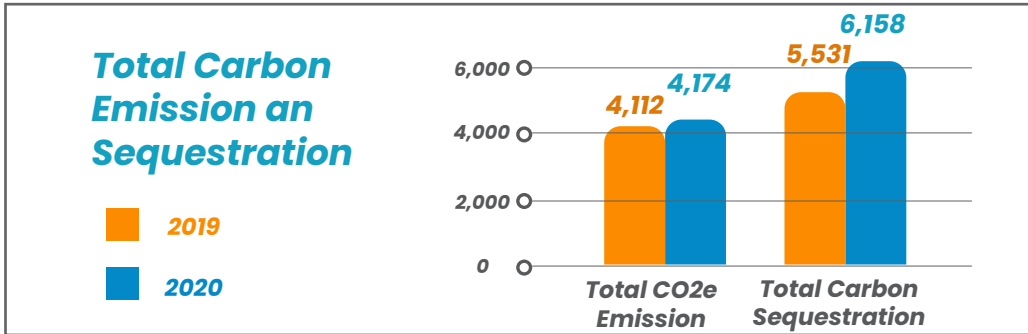
Egypt is among those countries most affected by climate change. Changing precipitation and weather patterns and rising sea levels in the Nile delta are slowly but steadily making a difficult situation worse, especially with regard to food and water.

SEKEM sequesters more carbon that it emits

SEKEM strives to become a role model as a climate positive business and community in Egypt. Through tree planting and biodynamic agriculture, SEKEM was able to sequester more CO2 than its emissions and thus continued to be climate positive in 2020.



Info: Emission data represents the consolidated corporate carbon footprint from all companies under SEKEM Holding and reflect emission scope 1 and 2 and 3. Data on sequestration reflects the impact of SEKEM for Land Reclamation and its farms.



4 Major sustainable initiatives

- 1. Running the Carbon Footprint Center that offers certified carbon credits [Read More](#)
- 2. Managing SEKEM Tree Project (1st Gold Standard Project in the Middle East) [Read More](#)
- 3. SureMap [Read More](#)
- 4. DeSalt [Read More](#)

During 2020, SEKEM's production volume grew more than the emissions, which is a good achievement. We thereby keep this positive decoupling trend already happening in 2019. The increase in emissions is mainly driven by an increase in diesel consumption from the agricultural activities at Wahat farm. SEKEM was able to sequester more CO2 than its emissions and thus continued to be climate positive in 2020.

SEKEM can proudly state that it is “carbon positive”, i.e. sequesters more CO2 through its agricultural activities than it emits, which increasingly allows SEKEM to generate additional funds for greening the desert.

In Relation to the UN Sustainable Development Goals:



Good for the Environment means good for business



Thoraya Seada,
Head of Carbon Footprint Center (CFC)

Q/ Can you tell us what you do?

Our main target in the CFC is to work to mitigate climate change and reduce the effect of global warming. In order to achieve this target, we follow some steps. The main step is to calculate our carbon footprint assessment to know how many tons of Greenhouse Gas (GHG) emitted regarding our activities. Then working on offsetting this amounts of GHG by implementing some activities and project for example; offsetting emission by

- 1. Soil carbon sequestration

- 2. Afforestation and tree planting
- 3. Using renewable energy

With these activities, we succeed in offsetting all our GHG emissions in 2020, and we can say that SEKEM is a carbon-neutral organization.

Q/ What is SEKEM’s purpose when it comes to Co2 emission?

Our purpose is not to be a carbon-neutral organization only but to help all other organizations to neutralize their carbon footprint and rescue the world from the effect of climate change and global warming.

Q/ What are our biggest achievements in reducing environmental impacts?

In 2020, SEKEM saved around 10,352 tons of GHG emissions, in soil carbon sequestration, trees carbon sequestration and from using renewable energy.

Q/ How will we work towards renewable energy?

Now in Wahat Farm we have 11 PV modules with total capacity

664.7 kW, which saves around 898 tons of GHG emissions. One of SEKEM 2027’s goals is to reach 100% Renewable Energies, and we work with excellent steps to achieve this.

Q/ What are some challenges to zero waste goal?

We achieved great success in zero waste goals, for example inside SEKEM community it is not allowable to have any plastic bags, but I think the most challenging is to change the customer’s mind to start using paper bags and other recycled materials. We need to work on raising awareness about how we could reduce our waste and using recycled material.

Q/ What’s next, and how do you think we’ll get there?

We are still in the beginning because our main target is not only to become a green and a carbon-neutral organization but also to help others inside Egypt and in all the world to become a carbon-neutral person who has responsibility around his community and around the world. We have great capacity building, but we need more opportunities for investment. [Read More](#)



Economic Life

Modern societies around the world are mainly characterized by the division of labor into economic activities. Through cooperation, values are created and then exchanged as products and services. In this exchange, it is essential that those creating the values are rewarded for their efforts with a fair income. This income must enable them, within their social environment, to achieve and to improve such results in the future, too. Therefore, the establishment of a worldwide cooperative network of value creation, accumulating values for fair interchange relations, is fundamental for a sustainable development of the economy.

At the core of our economic life, SEKEM is about the development of local organic produce to supply a mainly local market within a business system that aspires to promote holistic farming practices and human development. SEKEM is effectively a household name in Egypt (particularly for its herbal and medicinal teas) and Egypt is now the largest market for organic produce outside the US, Europe and Japan.

SEKEM sources its supply from its own five farms, and a pool of roughly 75 suppliers, located throughout Egypt, some of whom in turn effectively subcontract (formally or informally) a wider group of farmers (265 farmers).

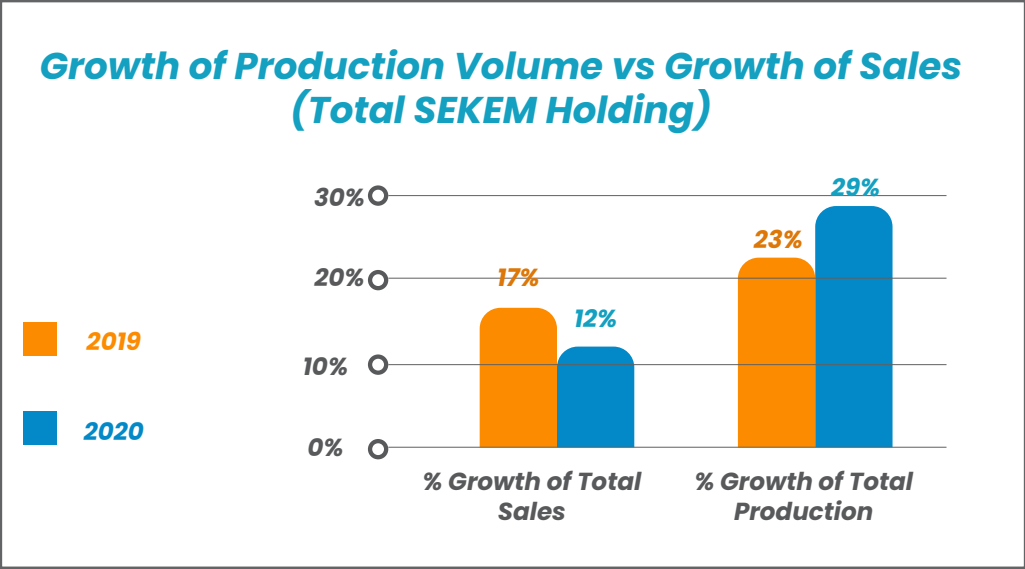
Farmers get more income and assured markets, and work opportunities increase. Through these supply contracts, our operation reaches out to the farmer supply entities, farm laborers (the labor requirements for organic crop production are roughly 15-30% higher than for conventional crop

production); and the families of these groups.

Our farmers value the organic production methods and the avoidance of the use of chemicals. In addition, the impacts that are most evident are increased incomes and a guaranteed market, as well as increased employment opportunities.

Besides the positive economic impact in our supply chain, we are happy that within all SEKEM institutions more than 1800 people find a job and secure income (see more under societal life).

The minimization of waste, transparency of impact along the value chain, ethical sources and accessibility of finance for sustainable entrepreneurs, as well as responsible consumption of sustainable goods and services are main pillars for this sphere of life.



Info: The production data reflects all SEKEM companies. The growth per production volume unit is taken on a product category level and then weighted by its sales share for each company. The weighted production growth from each company is then weighted by the sales volume from the company under SEKEM Holding, which leads to the consolidated, weighted average growth.

SEKEM’s consolidated, weighted average growth of production volume was higher than its sales in 2020. This is a similar trend like in 2019 reflecting an intensification of production volume over sales. In general, we intend to achieve the opposite but during the last few years the production volume was not growing and hence, especially during times of national and global economic challenges during the pandemic, we are happy that the demand for our products remained stable or increased.

ISIS remains the economic power horse in the group of companies but kept its production volume almost stable (-1%). Strong production growth was shown by

NatureTex (+20%) that could expand one of its new product lines of balled yarns for hand-knitting. The increased production by the end of the year as well as raw cotton production from our supplying farmers could not be reflected in higher sales, which needed to be delayed to 2021.

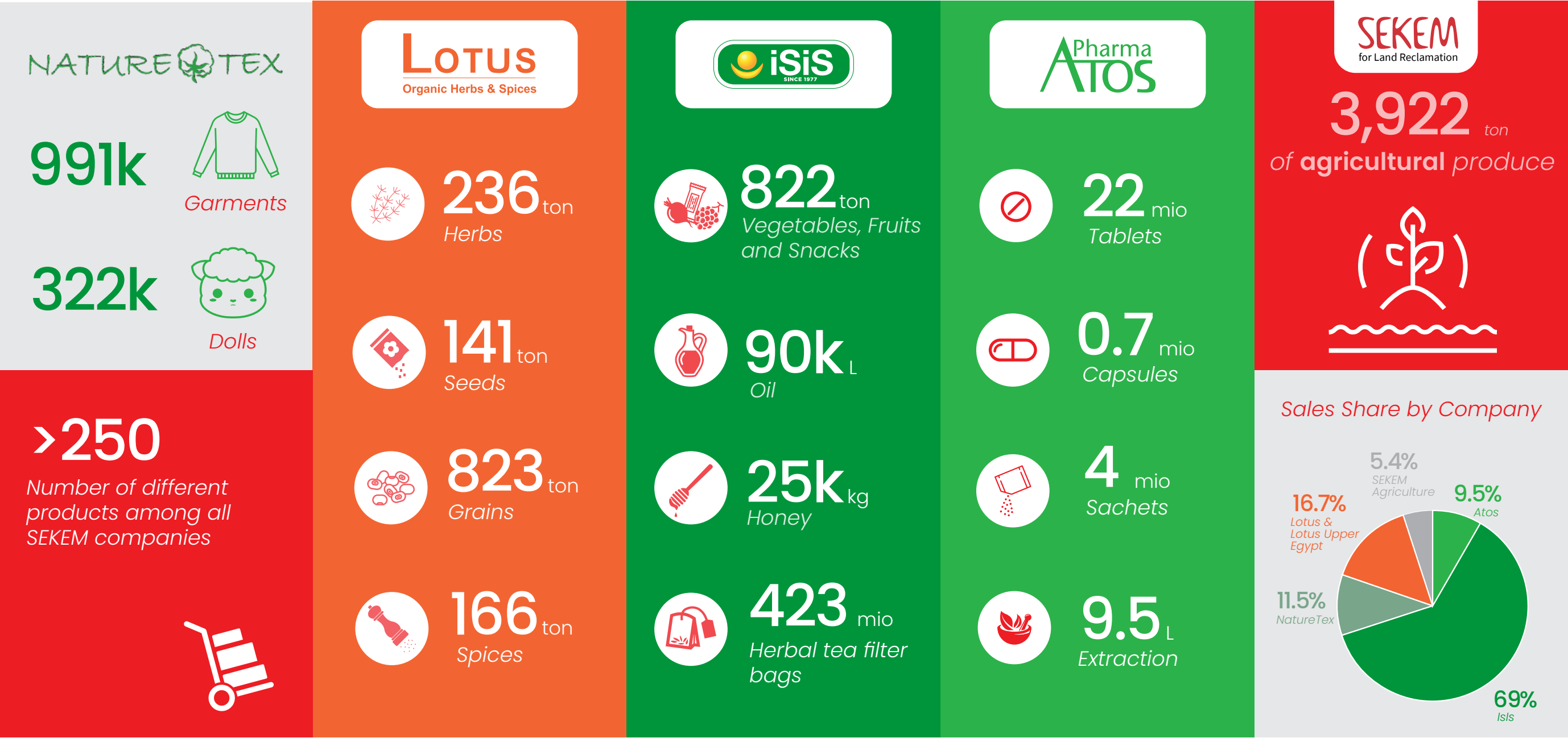
ATOS Pharma could show some production growth (+5%) resulting from the reactivation of its factory that was partly under maintenance during the last year.

Lotus remained relatively stable and is facing a much higher demand for its export goods but faces problems in receiving the quality of raw materials it needs.

SEKEM for Land Reclamation benefitted from an increased date production from the Wahat farm and olive production from the Sinai farm resulting from the previous decade of investments.



Economic Life



Note: The production amounts from each company reflect the main product categories and amounts. Other product categories exist.

SVG 10: Circular Economy

Circular Economy with an emphasis on “zero waste” was a focus topic in the second half of 2018.

Circular economy is a key to achieving sustainable development

Resource scarcity, population growth, plastic waste, climate change and many other issues stemming from the impact from our economic system need a radical solution. A circular economy replaces the concept of use and throw away with recycling, repairing and restoration. There is a shift towards renewable energies and the elimination of waste through the use of superior materials and products. Circular economy also is a driver for innovation and economic growth.

Egypt is a promising case for more circularity

Egyptian consumers have the disposition to apply and accept such a concept, especially given the potential economic benefits resulting from offering cheaper repaired or recycled products. Circular economy takes all industries and sectors into account but in Egypt, a few selected industries will be the core of the circular economy concept, for example, the electronics industry. For producers and manufacturers, the concept is still not that widespread. Similar to consumers, for Egyptian businesses, cost minimization will be a major



driver for change. For the Egyptian economy as a whole, harmful waste from previously disposed products should see a definite decrease as well as improvement in the production process reliant on more renewable energy sources therefore, improvement in air quality and reducing pollution. This would be a great breakthrough given the huge waste management problem in Egypt. Waste management and recycling activities are still performed by the informal economy in terms of waste collection and processing.

SEKEM’s focus lies on proper waste management and optimizing our packaging material

We tackle the problem of improper waste management, and work towards a waste free community and production. One of our priorities is to maximize the share of recycled waste and raise awareness about reducing and recycling waste among the SEKEM community and beyond.

At its main site close to Belbeis, SEKEM has set up a waste

sorting facility processing the companies’ output of waste materials. Waste produced during the processing and production within the SEKEM companies is sorted into glass, plastics, carton, paper, organic waste and remaining non-recyclable materials, such as metals or hazardous waste from the Medical Center

All organic waste is composted on site by Libra and hence considered as a valuable input for our land reclamation processes. The valuable non-organic waste is sold for recycling.

For the packaging of our products, we continuously maximize the share of recycled input material. We strive to solely use reusable or recyclable materials. The largest amount of packaging comes from boxes and paper that offer the possibility for recycling.

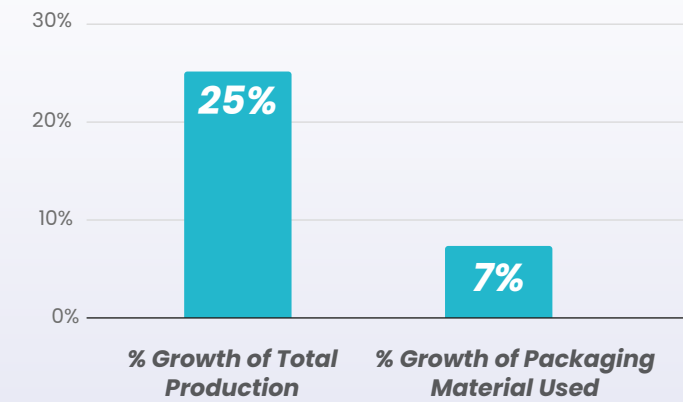
Due to the missing infrastructure in Egypt, we cannot yet offer a refund and recycling-system for bottles.

2 Major sustainable initiatives

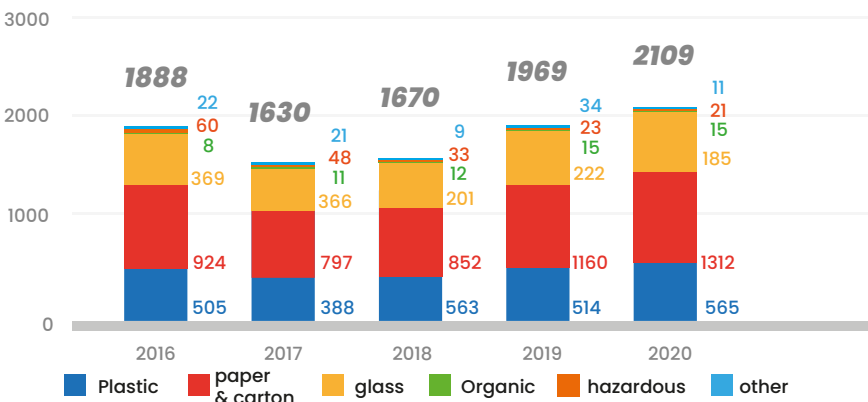
- 1. On-site waste management system in place
- 2. Precious Plastic: Downsizing Egypt’s Waste Mountains [Read More](#)

Relevant Indicators for Today

Growth of Packaging Material vs. Total Production in % (Industry)



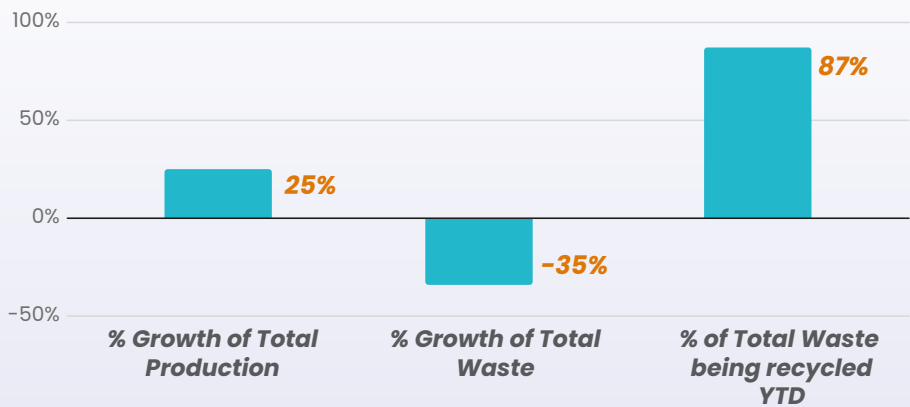
Packaging Material Used



Info: The data on packaging material consumption only concerns the SEKEM industrial companies because in all agricultural activities no significant packaging material is used.

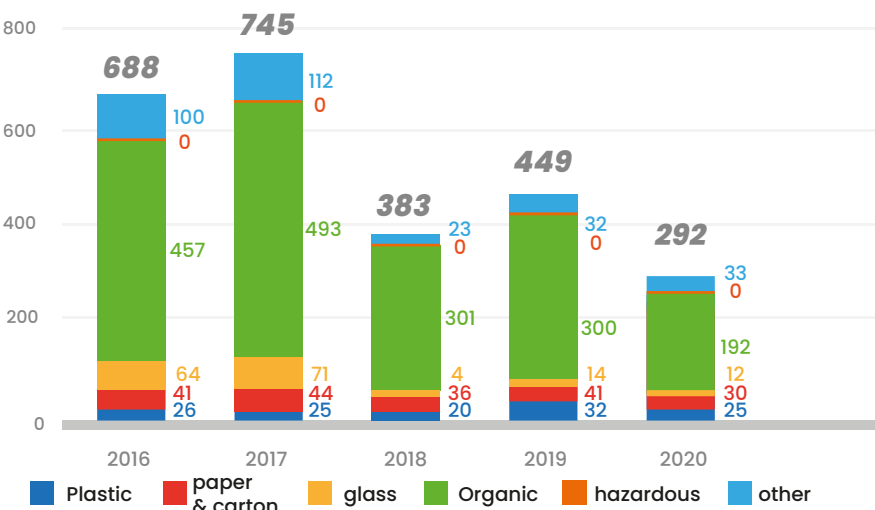
SEKEM is happy about the fact that the **packing material input for production has increased only 7% even though production increased 25%.** This means a decoupling has taken place. SEKEM reduced all its packaging input materials except paper and carton, plastic and other waste. Glass materials could be reduced by 16%.

Growth of Waste VS Growth of Production (Industry)



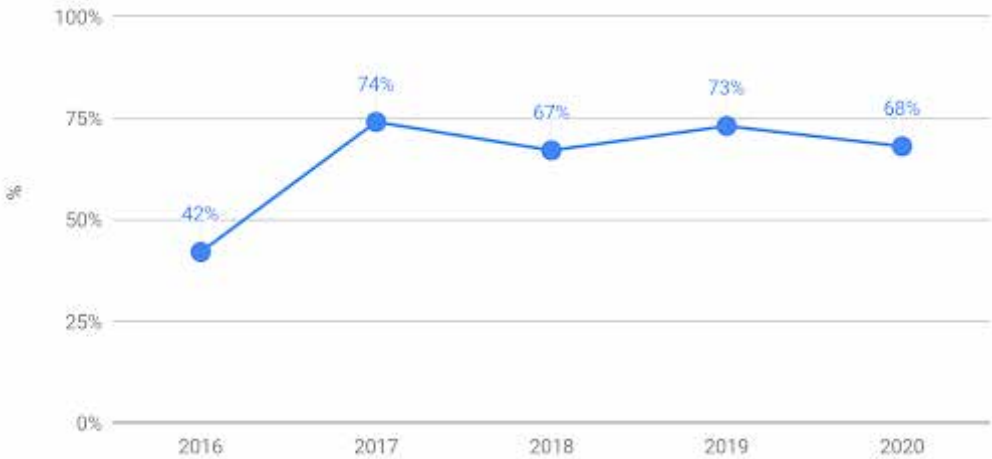
Info: The data on growth of waste production reflects only the SEKEM industrial companies because in all agricultural activities no significant non-waste is produced.

Total Weight of Category (ton)



Info: The data on waste production shows all SEKEM companies, including agricultural activities.

Share of Non-Organic Waste Recycled



Info: The data on packaging material consumption only concerns the SEKEM industrial companies because in all agricultural activities no significant packaging material is used.

All organic waste is used by SEKEM for its compost production. In 2020, 68% of SEKEM’s remaining non-organic waste was recycled by external service providers to whom we sell our sorted waste. The non-organic waste at the SEKEM farms coming from people living at the farm is in total not significant compared to the overall waste production but represents a challenge to be tackled because it still goes to local landfills.

In Relation to the UN Sustainable Development Goals:



SVG 11: Economy of Love

Economy of Love was a focus topic in the first half of 2019.

SEKEM is seeking for a holistic standard which includes all four dimensions of the SEKEM sustainability flower: Economy, Ecology, Society and Culture.

The initiative, to work and develop the 11th SEKEM Vision Goal Economy of Love (EoL), has been taken over by the Egyptian Biodynamic Association in Egypt (EBDA). Since the beginning of the year 2019, EBDA has been actively working on establishing the framework of a new value based standard. The development was promoted by the recognition of some missing elements in current standards like Demeter, Organic or Fair Trade. All existing trademarks are mostly focussing on one specific dimension: Demeter and organic with a focus on ecology; Fair Trade mainly focuses on some societal criteria. The philosophy of how we work in SEKEM based on our holistic approach should be carried out and made visible also to other communities and companies.

EoL is a standard and label for holistic farming and processing.

The standard describes the idea of how different sectors and compounds of an economical and societal system can work together within an associative way. Consumers will be able to get full transparent information about a product background which in the end will have an impact on the buying decision. Forging this connection between the two ends of the value chain, the Economy of Love label is committed to increase the customer’s awareness by answering the question: What impact does my product choice have on people, nature and



community?

In addition, EoL aims to balance day-to-day work with life-long learning. Individual potential unfolding should therefore be accessible through arts and cultural activities. Furthermore, instead of sustaining the environment, regeneration of agricultural land is urgently needed. EoL describes the development of fruitful communities and local associations, which contribute to a more peaceful society.

The Economy of Love Tracing Tool: impactTrace

ImpactTrace is the tracing tool of EoL. It is the easiest way to connect the customer with the product’s diverse background. By scanning the QR-code on the product, the customer is enabled to gain detailed insights into the whole value chain.

2 Major sustainable initiatives

- 1. Launch of EoL website and completion of EoL standard [Read More](#)
- 2. HU publishes regularly a true cost study on the future of agriculture in Egypt [Read More](#)

In Relation to the UN Sustainable Development Goals:



Bolder Climate Action & More Transparency (EoL)



Mariam Soliman,
EoL communication Specialist
Having joined the company in 2020.

Q/What is Economy of Love?

A/ Economy of Love (EoL) is a holistic sustainability standard with a vision to have an economy that is harmonious with nature, regenerative of the environment, fair, and reflective of human dignity and respect; in other words, an economy where consumers and producers can act upon their values and support sustainable development goals.

Q/What does EoL do?

A/To fulfil the vision, EoL has three main activities.
The first is the EoL Certification :

Certifying that products are sustainable & ethical across their value chains. Products that meet the EoL standards get the EoL label on their packages.

The second is ImpactTrace:
Bringing transparency to end-consumers over how their products are made, who made them, and what’s their impact on the environment and people. This information is communicated through a QR-code on the product package
Lastly, the third activity is the EoL Education program
Which is a series of interactive sessions and workshops given across the value chain to inspire farmers, people in companies and even consumers to care for themselves, others, and the earth. To raise the awareness of the community on sustainable living and working.

Q/What does holistic sustainability mean at EoL?

A/ The principles behind EoL are inspired from the SEKEM Initiative and the principles of the Wheel of Balance formulated by Dr. Ibrahim Abouleish, that defines a sustainable and ethical entity (a farm or company) as one that equally fosters the following four dimensions:
Economy: Fair value distribution

Environment: Regenerating nature
Society: Fair and respectful social systems
Culture: Individual potential unfolding and lifelong learning
To maintain a balanced and positive impact on people and the environment. The wheel of balance is the basis on which the EoL certification standard is built, and inspiration behind all the EoL activities.

Q/What is next for Economy of Love?

A/ Economy of Love is now launching its first certified products, which is a selection of SEKEM herbal tea, and food products in the Egyptian market. In the meantime, cotton produced under EBDA farmers and processed with NatureText is in the auditing process to become Economy of Love certified. In the future, EoL aims to work with more local brands and producers to spread the EoL principles beyond the network of SEKEM and to more conscious consumers in Egypt.

Visit the [EoL website for more information](https://www.economyoflove.net/)
<https://www.economyoflove.net/>



SVG 12: Ethical Finance

Ethical Finance was a focus topic in the second half of 2020.

Capital needs to serve the needs of society

[Ethical finance](#) is commonly used to describe finance which takes into account not only financial returns but also environmental, social and governance factors. This reflects an increasing recognition of the importance and value attributed by investors to delivering measurable positive environmental and social impact on a sustainable basis.

For SEKEM, the main difference between ethical and conventional banking lies in the purpose through which investors and projects are connected. Following the philosophy of Rudolf Steiner we suggest that capital has the task of funding economic initiatives and should be directed into projects and initiatives productive and beneficial for society. All of SEKEM Holding’s institutional shareholders can be categorized as ethical banks or investors.

SEKEM supports micro-loans for ethically sound projects

In cooperation with its economic partners and the HU, SEKEM strives to establish an alternative model of ethical banking in Egypt. As a start, SEKEM Development Foundation distributes micro loans for entrepreneurs that want to start projects in alignment with our vision.

A local “complementary currency” is on the way



At SEKEM we develop the complementary currency SEKEM Miza. “Miza” in Arabic stands for “benefit” and thus once again embodies the claim of direct participation in value creation. By ensuring that the profits generated remain in the local community and are not distributed to external shareholders, this could become a cornerstone for a thriving local, transparent and social economy. With the Miza points, SEKEM aims to promote and support sustainable, ecological products. The plan is to launch Miza in the first quarter in 2021.

2 Major sustainable initiatives

1. Microcredit program for 13 villages surrounding SEKEM farm [Read More](#)
2. Development of local “alternative currency” system called Miza for our employees

Relevant Indicator Today:

- 15 micro loans given to borrowers from the surrounding community
- 550,000 EGP total value of micro loans distributed

Info: Data shown refers to activities from SDF

In phase 1, which starts by the end of 2020, the SDF has granted a fund of 1 Mio EGP to be distributed to borrowers from the surrounding community. The target is to lend credits to 100 people with a total amount of 5 Mio EGP. The term of lending is maximum one year. The loans shall support small businesses or start-ups that address observed problems in the area including poor education, limited access to health support and a poor general health situation, bad hygiene and general low income.

In Relation to the UN Sustainable Development Goals:



SVG 13: Responsible Consumption & Sustainable Lifestyle

Sustainable Products & Services will be a focus topic in the second half of 2021.



Consumption pattern and lifestyle are key determinants for sustainable development.

According to the UN, achieving economic growth and sustainable development requires that we urgently reduce our ecological footprint by changing the way we produce and consume goods and resources. The efficient management of our shared natural resources, and the way we dispose of toxic waste and pollutants, are important targets to achieve this goal, which goes hand in hand with the circular economy approach mentioned above. Encouraging industries, businesses and consumers to recycle and reduce waste is equally important, as is supporting countries to move towards more sustainable patterns of consumption by 2030.

With regard to sustainable lifestyle, we must acknowledge that a large share of the world population is still consuming far too little to meet even their basic needs. Halving the per capita of global food waste at the retailer and consumer levels is also important for creating more efficient production and supply chains. This can help with food security, and shift us towards a more resource efficient economy.

All starts with us!

Consumption and production are considered distant and broad concepts that are somehow unattached from us. They are referenced as responsible for climate change. When in reality, we are the ones consuming goods, and even in some cases, managing production companies. Your closet. Your desk. Your drawers. Your private spaces never to be seen by guests or colleagues. These are the areas where we accumulate stuff. And they are where each one of us needs to start, if we are to reduce the impact of global consumption on the planet.

Our focus for this goal is to first make our own employees and community members aware of their consumption pattern. As a second step, we want to make this kind of products and services available for Egyptian consumers. Our vision is built around the concept to care for the durability of products and to consume and produce only according to real needs, such as food, textiles and medical products.

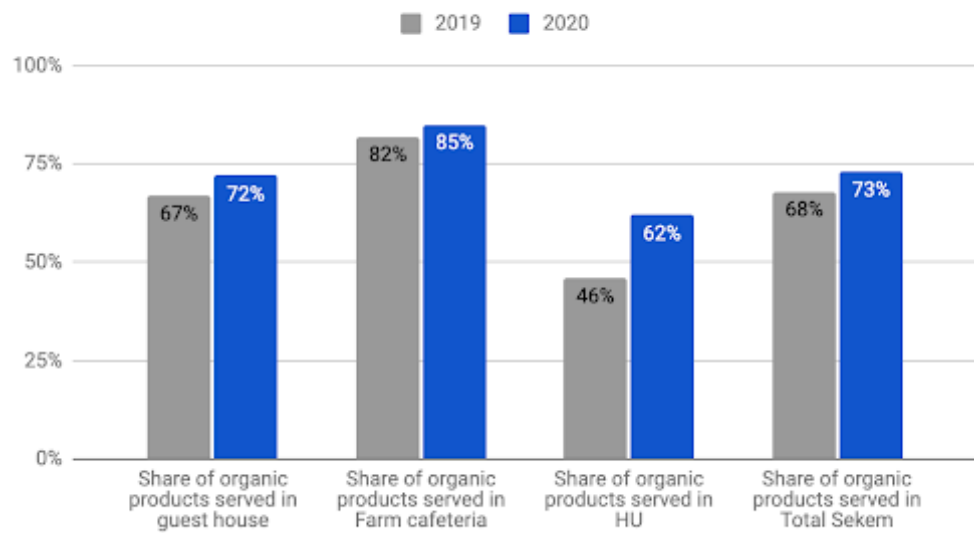
Biodynamic products in our focus

Biodynamic farming means not only healthy soil and animal treatment but also includes the health of the human body. SEKEM and HU follow the SVG 13 in order to create a national and international institution for supporting and activating biodynamic farming and the awareness of biodynamic nourishment all over Egypt and the neighboring countries.

5 Major initiatives

- 1. SEKEM Online shop in Germany (for organic food) Visit SEKEM Shop
- 2. Sustainable housing prototype at Wahat farm
- 3. Online order system of organic food for SEKEM & HU Employees [Read More](#)
- 4. Basic organic garments for adults and kids available [Read More](#)
- 5. Making first trials with company owned electric cars

Share of Organic Products Used



Info: Graph reflects data from HU and SEKEM companies' cafeterias

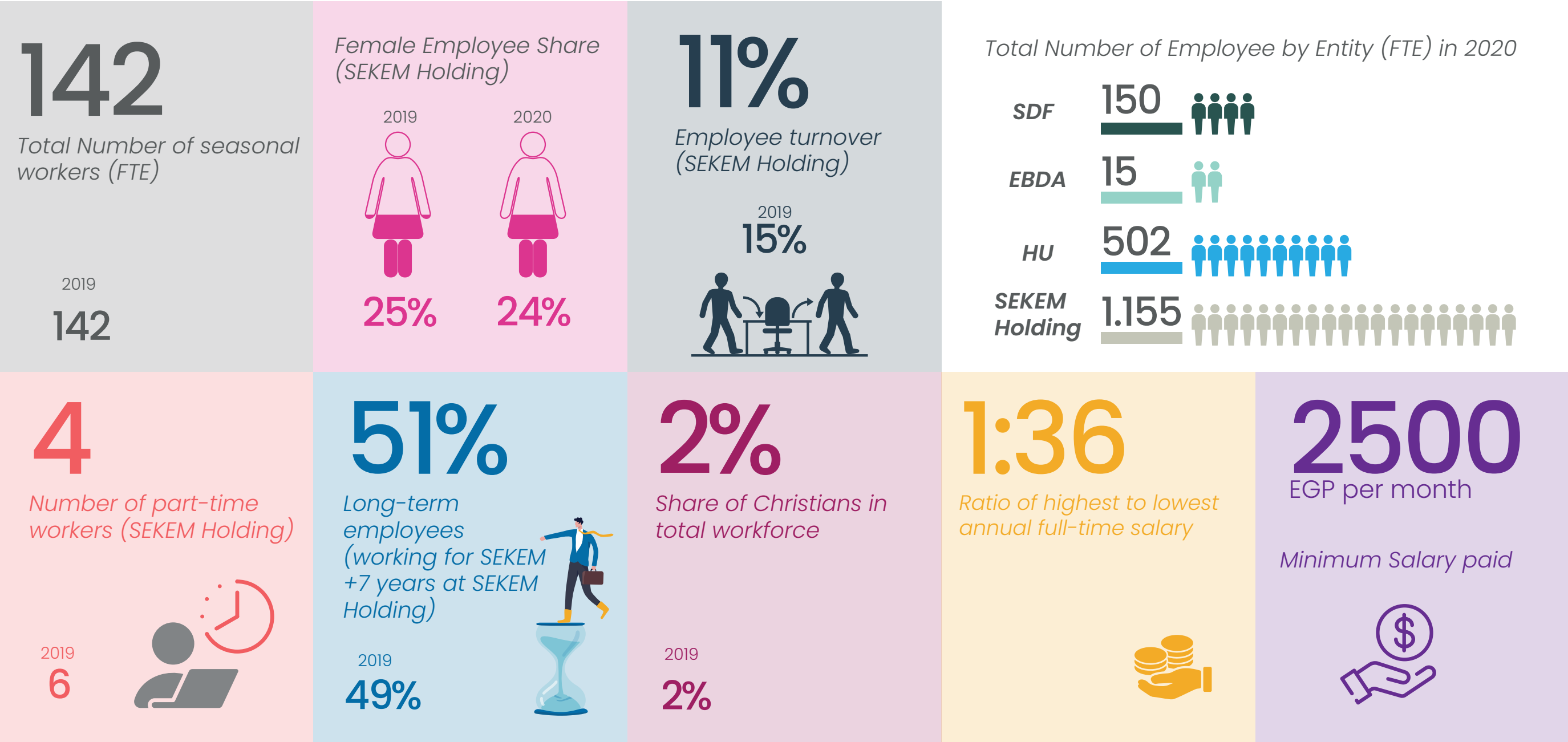


SEKEM tries to increase the organic consumption of its own community because this is the natural start for a national transition. Challenges on the supply side of cafeteria supplies remain and major cooking inputs, such as pasta still need to be substituted with organic raw materials. Furthermore, organic products are offered to employees, partly at production cost level to increase the likelihood of a more healthy diet.

In Relation to the UN Sustainable Development Goals:



Societal Life



The place of the individual in society shapes our social relationships, while the laws of a society determine individual opportunities. In a fair and just society, the individual human being is recognized to have innate rights, is equal to all others in front of the law and is granted equal opportunities for participation. A just cooperation of human beings worldwide can be regarded as the main prerequisite for peaceful development, today as well as in the future.

For us, organizational development and leadership that adequately responds to people’s values and consciousness level, transforming society and building a network of change agents, and the celebration of diversity and women empowerment are the main pillars for this sphere of life.

Note: Data reflects SEKEM Holding and companies apart from employees by entity.

SVG 14: Integral Organizational Development and Leadership

Organizations, leadership and work evolve

Over the course of history human consciousness evolved and humans invented different forms of organization of work. From tribal clans, to kingdoms, to corporate structures that lay the foundation for today’s capitalistic system. Hierarchies, and the distinction between people and functions, not only allowed humans to settle down and manage human settlements and agriculture in never seen efficiency, but also build up kingdoms and empires that shape our societies until today. With the increasing complexity of our world as well as the increased pace of change and uncertainty new forms of organizations are on the rise that are agile and act more like living organism than static machines. This [reinventing of organizations](#) bears implications with regard to leadership, and we can see the rise of self-organization as a key breakthrough for successful organizations next to evolving purpose and the acknowledgement of wholeness of the human being at work.

There is no one-fits all approach

With regard to looking at people from a holistic perspective, we at SEKEM believe that good leadership must take into account human consciousness and always depends on the context of culture and people. Different people need different structures in order to be motivated or directed toward



fulfilling an aim or serving a common purpose. What works for one person may not work for another and the challenge is to create necessary organizational structures that are effective and efficient because we still need to maneuver our organizations in the waters of global competition.

SEKEM is like a social symphony

The founder of SEKEM, Dr. Ibrahim Abouleish compared the art of leadership with conducting a symphony. SEKEM’s goal for 2027 is to develop an integral approach to governance and leadership that addresses different consciousness levels towards more self-organization and decentralized responsibility. The challenge lies in the need to manage the day-to-day realities of farm operations under extreme climate conditions, production companies in the rural context, lower and higher educational institutions, cultural institutions and research activities, as well as a multicultural community that is living and working together. This is our interpretation of social art and for sure this SVG has a strong connection to the first SVG of lifelong learning.

2 Major sustainable initiatives

1. SEKEMsophia project that experiments with different forms of organization and leadership based on an integral development model
[Read More](#)
2. Using digital apps and open source software to improve effective collaboration, coordination and visualization of SEKEM’s organizational structures.



In Relation to the UN Sustainable Development Goals:



SVG 15: Equality & Diversity

Equality and Diversity are basic human rights

Used together 'Equality and Diversity' is a term to describe the human rights that form the defining values of our society. It means providing opportunity for all regardless of any other factors deemed to be discriminatory. Every single individual is given the same chance to achieve their potential, free from prejudice and bias.

SEKEM is a place of fusion of diversity

To apply transparency and enforce human rights throughout our value chain is challenging but important. The same high priority lies with anti-corruption and fair business relations. Furthermore, the guarantee of a healthy and safe working environment is essential for the continuity of our operations and for the respect and dignity of our employees. We see employee diversity and gender equality as essential because this enriches the working environment and reflects our core values. Since its foundation, and embodied by Dr. Ibrahim Abouleish himself, SEKEM is a synergy of A Western European and an Arabic, Islamic cultural streams of people and inspirational sources. Every morning each organization under the SEKEM initiative starts the day with a morning ritual and poem, where all employees, regardless of position or other social background, stand together in a circle. The majority of our employees work at our main premises located in Sharkeya governorate, and come from a rural area.

Women empowerment is a priority for us

The local social and cultural context is very traditional, and the role of women is [considered to be very conservative](#).



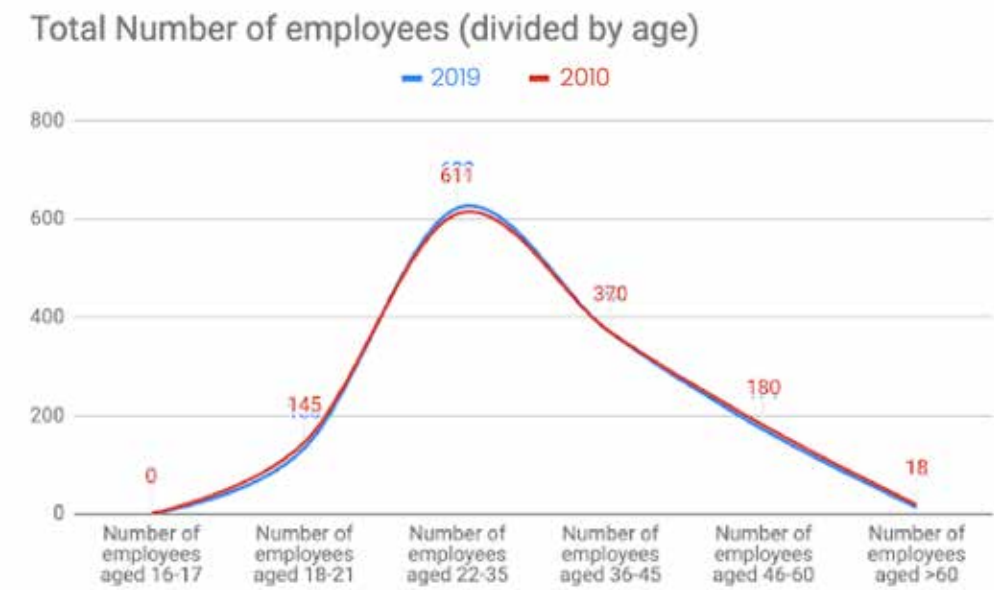
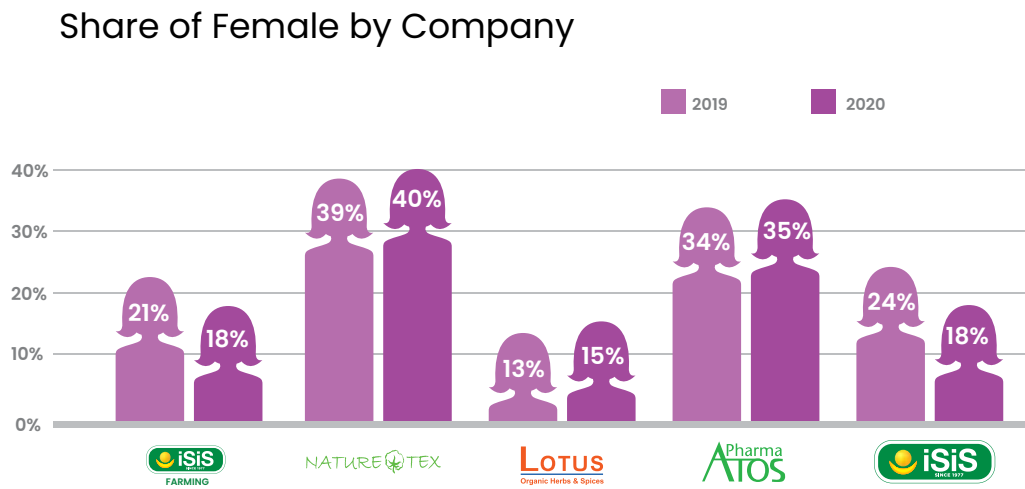
Due to traditional rural habits, the majority of women marry early and concentrate on family life. [With 21% female labor force share](#), Egypt's female employment rate is lower than most countries. According to World Economic Forum's [Global Gender Gap Report of 2020](#), Egypt ranked 134th out of 153 countries, and landed the 8th regionally. Therefore, affirmative action towards balanced gender representation is high on our agenda. To support women's empowerment, we engage in activities in- and outside the company. NatureTex offers the opportunity for female employees to continue their work at home, especially during production peaks. This allows married women to contribute to the family income and keep their independence. Furthermore, we offer childcare for women who continue the work at the SEKEM and HU main premises.

Fair wages for our employees is a given

The minimum wage in Egypt is [1,200 EGP](#). [According to Trading Economics](#) the living wage is below that range and expected to grow further in the future. At SEKEM Holding the minimum wage is 2,500 EGP.

3 Major sustainable initiatives

- 1. Daily company circles [Read More](#)
- 2. Bi-annual celebration for the wider community [Read More](#)
- 3. Women Empowerment Program (cross-cultural dialogue) [Read More](#)



Info: Graph reflects data of SEKEM Holding and companies only

SEKEM aims towards having an equal share of female and male employees by 2027. In 2020, the total share of females decreased slightly, which requires efforts for improvement. **The relatively low share of females is mainly caused by women leaving the company after marriage, which is the local cultural norm in the rural context.** The challenge



lies in replacing those women by other females, qualified employees in the same position and finding more women in the rural context in total. Our management is committed to take affirmative actions with regard to female empowerment and employment strategy. Of course, we have to keep in mind that it is not only about more women in the workforce but rather a strengthening of female values and qualities in the economic life and at the workplace – for both men and women.

The age distribution of our employees under SEKEM Holding remained stable. The relatively young population of our workforce is reflecting Egypt’s median age of 24.1 years. This trend of decreasing the age of Egypt’s population will also affect the age of our employees, which implies new opportunities and challenges for the previous SVG on organizational development and leadership.

SVG 16: Social Transformation

Societal challenges need social innovations

Egypt is facing many challenges with regard to climate change, food insecurity, water scarcity, desertification, unemployment, migration, education and many more. But Egypt is not the only country facing these systemic challenges. The economic and political systems of our societies do exactly what they are designed to do, and hence ecological, social and spiritual-cultural divides occur. Without doubt, today the interests of the private economic sector strongly dominate the political as well as the civil sector. This leaves countries like Egypt with a lot of undesirable social, ecological and also cultural side effects. Sharing the view of [Otto Scharmer](#), we see a strong need for a more co-creative ecosystem model. This model should be characterized by the rise of a fourth sector that creates platforms and holds the space for cross-sector innovation, engaging stakeholders from all sectors. We need social innovations.

SEKEM itself is a social innovation for societal transformation

Although it is partially a profit-making enterprise, SEKEM does not aim for financial profit maximization, but is also a culture and society oriented organization for economic, social, human, and ecological value-creation. Through a profit-sharing methodology and governance structure, we share our returns with our supplying smallholder farmers, partners, employees, surrounding community and of course, our shareholders. Together with our partners we are going to continue to tackle major societal challenges of Egypt such as climate change, resource scarcity, extreme poverty and health problems. [According to Ronald Lessem and Alexander](#)



[Schieffer](#), who have worked with us since more than a decade, shaping the potential of a truly integral university, SEKEM in Egypt is like a “societal microcosm” representing perhaps one of the finest articulations of an integrated individual-organisational-societal development model in the world.

Solutions to our problems have to be systemic and rooted to our deepest cultural core

What is needed are social innovations that provide alternatives to the human, social systems we are living in. Even though SEKEM is embedded and interrelated to today’s systems, we see ourselves as a driver for the transformation that we need to see in our society. We feel that organizations are at the driving seat for this transformation as they can take ownership of addressing societal problems while also awakening consciousness and developing people to implement the change. No top-down solution from governments, as we have seen in the past, can be the solution. Neither individual people alone can affect the change of deep transformation. Only a living organism, a community of people that are interconnected and working towards a common purpose can affect real change on the ground. We want to continue

our journey and know that the most important thing is to continuously develop and be open for change while always staying connected to the core of our DNA: consciousness development.

This last SEKEM Vision Goal is build from a meta-level perspective and designed to upscale our model into society

We need to find ways to better measure our impact in that sense, and we are committed to address existing societal structures, such as our surrounding 13 villages, as well as building new sustainable communities in the desert. Both impulses are needed and through building prototypes in all the other SEKEM Vision Goals domains we will learn and create a momentum of transformation for the best of our society serving our original vision.

3 Major sustainable initiatives

- 1. Wahat Farm community building (Greening the Desert) [Read More](#)
- 2. 13 Villages Project (supporting SEKEM community surroundings) [Read More](#)
- 3. Social Initiative Forum Egypt bringing together local and regional change agents [Read More](#)

In Relation to the UN Sustainable Development Goals:



Annex



SEKEM Holding Financial Statement

Sekem Holding For Investment Company "S.A.E"

Consolidated Income Statement

for the year ended December 31, 2020

(All amounts in Egyptian Pounds)

	<i>For the year ended</i>	
	<i>31/12/2019</i>	<i>31/12/2020</i>
Sales	518,907,891	561,271,571
Cost of sales	(300,616,494)	(336,485,646)
Gross profit	218,291,397	224,785,925
Selling and distribution expenses	(99,871,531)	(104,582,832)
Administrative expenses	(38,411,103)	(32,525,543)
Board of directors remuneration	(1,397,793)	(606,341)
Other operation expenses	(110,153)	(100,000)
Other revenue	23,584,190	18,844,837
Operating profit	102,085,007	105,816,046
Net finance cost	(14,039,066)	(94,589,497)
Net profit before income tax	116,124,073	11,226,549
Income tax expense	(6,683,016)	(11,013,403)
Net profit for the year	109,441,057	213,146

SEKEM Holding Balance Sheet

Sekem Holding For Investment Company "S.A.E"

Consolidated Income Statement
for the year ended December 31, 2020
(All amounts in Egyptian Pounds)

	31/12/2019	31/12/2020
Assets		
Non -current assets		
Fixed assets	569,548,917	580,233,801
Projects under construction	55,691,027	52,339,571
Plant wealth	34,082,382	47,685,458
Biological assets	2,664,474	2,270,171
Goodwill	53,867,282	53,867,282
Available for sale investments	18,008,980	18,009,615
Total non - current Assets	733,863,062	754,405,898
Current assets		
Inventory	170,469,536	180,076,196
Trade and notes receivables	137,114,253	161,955,264
Debtors & other debit balances	119,711,347	126,706,616
Amounts due from related parties	98,583,782	99,951,511
Cash and cash equivalents	3,810,275	8,502,938
Total current assets	529,689,193	577,192,525
Total assets	1,263,552,255	1,331,598,423
Equity		
Share Capital	211,195,900	211,195,900
Reserves	65,074,168	65,074,168
Foreign operations - foreign currency translation differences	973,260	673,341
Retained losses	(119,906,591)	(132,076,684)
Net equity of parent company	157,336,737	144,866,725
Non controlling interests	5,304,005	5,999,606
Total equity	162,640,742	150,866,331
Non - current liabilities		
Long - term loans	603,811,529	612,755,307
Deferred tax liabilities	18,137,690	16,997,800
Total non - current liabilities	621,949,219	629,773,107
Current liabilities		
Bank overdraft	208,780,958	228,678,222
Banks credit balance	494,426	951,852
Amounts due to related parties	651,471	946,039
Short - term loan installments	39,090,384	53,400,038
Suppliers & notes payables	71,246,077	90,930,934
Creditors & other credit balances	150,820,634	160,363,960
Advanced payments	--	7,736,043
Claims Provisions	7,878,344	7,951,897
Total current liabilities	478,962,294	550,958,985
Total liabilities	1,100,911,513	1,180,732,092
Total equity and liabilities	1,263,552,255	1,331,598,423

Auditor’s Report

To the shareholders of Sekem holding for investment company “S.A.E”

Report on the Financial Statements

We have audited the accompanying consolidated financial statements of **Sekem Holding for Investment Company (S.A.E.)** which comprises the consolidated statement of financial position as of December 31, 2020, the consolidated statements of Income, Comprehensive Income, Changes in Shareholders’ Equity and Cash Flow for the financial year then ended, and a summary of significant accounting policies and other explanatory notes. These financial statements include some subsidiaries that were audited by another auditor. These subsidiaries have assets and revenue amounted to EGP 223 259 261 and EGP 75 894 925 respectively which represent 10 % and 13% respectively of total consolidated assets and revenue of the group.

Management’s Responsibility for the Consolidated Financial Statements

These consolidated financial statements are the responsibility of company’s management. Management is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with the Egyptian Accounting Standards and in the light of the prevailing Egyptian laws, management responsibility includes, designing, implementing and maintaining internal control relevant to the preparation and fair presentation of consolidated financial statements that are free from material misstatement, whether due to fraud or error; management responsibility also includes selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditors’ Responsibility

Our responsibility is to express an opinion on these consolidated financial statements based on our audit. We conducted our audit in accordance with Egyptian Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance whether the consolidated financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor’s judgment including the assessment of the risks of material misstatement of the financial statements whether due to fraud or error. In making those risk assessments the auditor considers internal control relevant to the company’s preparation and fair presentation of the Consolidated financial statements in order to design audit procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of the Company’s internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by Management as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion on the consolidated financial statements.

Opinion

In our opinion the financial statements referred to above present fairly in all material respects the financial position of **Sekem Holding for Investment Company (S.A.E.)** as of December 31,

2020 its financial performance and its cash flows for the year then ended in accordance with Egyptian Accounting Standards and in light of governing laws and regulations.

Emphasis of matter

Without qualifying our opinion:

As described in Note No. (29) of the accompanying notes of the financial statements regarding subsequent events, the accumulated losses as of December 31, 2020 amounted to EGP 141,116,925 which exceeds half of the equity. This requires inviting the Extraordinary General Assembly meeting of the company’s quota holders to decide on its continuity by applying Article No. 69 of the corporate law No. 159 for the year 1981. The financial statements for the year ended December 31, 2020 had been prepared on the assumption of going concern.

As described in Note No. (32) of the accompanying notes of the financial statements regarding subsequent events, the company management has no available information to make disclosure about the effect of the subsequent event after the date of the financial statements on the balance of assets, liabilities and the operation outcome on the upcoming period due to spread of the coronavirus worldwide the outcome and the balance may change in material amounts on the next period if the information is available to the management company. This will help the company detect the amount of the subsequent events on the balance of the assets and liabilities.



Historic Timeline of the SEKEM Initiative:

- In 1977 Dr. Ibrahim Abouleish established SEKEM on an area of 70 hectares of desert sand.
- 1981 First medicinal herbs and food ingredients are shipped to the U.S.A.
- 1983 The two brands SEKEM HERBS and ISIS are established.
- 1983 The Society for Cultural Development in Egypt (SCD) is founded (later renamed as SEKEM Development Foundation, SDF).
- 1984 Employee training in arts and science begins under the umbrella of The Egyptian Society for Cultural Development (SCD).
- 1986 ATOS Pharma was established.
- 1987 The SEKEM Kindergarten and the Mahad Adult Training Institute open their doors. 1988 LIBRA was founded and specializes in packing and exporting fresh fruit and vegetables to Europe.
- 1989 Primary and secondary SEKEM schools open.
- 1990 LIBRA exports fresh organic produce to Europe; SEKEM encourages the foundation of the Center of Organic Agriculture in Egypt 1993 LIBRA for Organic Cultivation is established.
- 1994 CONYTEX (later NATURETEX) and the Egyptian Biodynamic Association (EBDA) were founded. Best Shops open in Cairo, SCD opens the Medical Center; the International Association of Partnership in Ecology and Trade (IAP) is established by SEKEM and many of its business partners.
- 1997 SEKEM, ATOS Pharma, CONYTEX and HATOR Training Center (VTC), an art school and Literacy Program for disadvantaged children; ISIS is founded to manufacture organic foodstuffs.

- 2000 SEKEM Academy for Applied Arts and Science (medicine, pharmacy, agriculture and arts, later Heliopolis Academy) starts work; and the Cooperative of SEKEM Employees (CSE) is founded.
- 2001 SEKEM Holding was established.
- 2003 SEKEM and Dr. Ibrahim Abouleish receive the Right Livelihood Award.
- 2004 Dr. Ibrahim Abouleish is selected as «Outstanding Social Entrepreneur» by Schwab Foundation; higher education activities start with participation in the EU project “DOPSE-TEMPUS”.
- 2005 LOTUS starts work as a company processing organic herbs and spices; SEKEM Europe is founded to support the goals of the Holding to process and market healthy and ethical products made from biodynamic ingredients.
- 2006 EL-MIZAN for organic seedlings was established.
- 2007 LOTUS Upper Egypt and the Water Research department at Heliopolis Academy start work; LIBRA cooperates with Soil & More Egypt to produce compost from organic matter (2008 also in Alexandria).
- 2008 SEKEM for Land Reclamation is established (North Sinai, Bahareya Oasis and Minia; in total 6000 feddan [= 2.630ha]); Heliopolis Academy establishes Sustainable Entrepreneurship Center.
- 2009 Heliopolis University for Sustainable Development receives its acknowledgement by the Presidential Decree No. 298; First “Heliopolis Academy Innovation Award”.
- 2010 The joint venture “PREDATORS” for breeding insects for organic pest control was founded.
- 2011 ATOS Pharma builds a new factory and starts

implementation of a subsurface irrigation system.

- 2012 Foundation of the Heliopolis University for Sustainable Development.
- 2013 One World Family Award, Stuttgart, Germany. Excellence in Positive Change – Global Thinker Forum Award, Athens, Greece
- 2015 Golden Award of the Technical University Graz. Land for Life Award from United Nation Convention to Combat Desertification. The Highest honorary medal by the German governorate of Baden-Württemberg
- 2017 SEKEM celebrates 40 years of Sustainable Development and the 80th birthday of founder Dr. Ibrahim Abouleish. Ibrahim Abouleish passed away a June 15, at age of 80
- 2018 SEKEM was awarded the Luxembourg Peace Prize
- 2018 Helmy Abouleish becomes United Nations NAP-Champion for the Adaptation to Climate Change
- 2018 Heliopolis University opens the first Faculty of Organic Agriculture in Egypt and the Faculty of Physiotherapy
- 2018 SEKEM publishes its SEKEM Vision for Egypt 2057
- 2018 SEKEM founded the Verwaltungs GmbH in Germany for its new ownership structure
- 2019 Launch of the Greening the Desert Project at SEKEM-Wahat farm.
- 2020 Launch of the Space of Culture in SEKEM-Wahat farm.
- 2020 Establishment of the Economy of Love Standard.
- 2020 The Future Council Association, Future Council e. V., was founded in Germany

SEKEM Sustainability Indicators Table

SVG	Indicator	Unit	Scope	2017	2018	2019	2020
Cultural Life							
1	Number of babies in SEKEM Nursery	no.	SDF	27	27	26	35
1	Number of children in SEKEM kindergarten	no.	SDF	27	27	50	40
1	Number of students in SEKEM School	no.	SDF	297	321	301	292
1	Number of students in SEKEM special education	no.	SDF	37	27	30	32
1	Number of students in vocational training center	no.	SDF	191	195	224	234
1	Total man-hours of training provided	man-hours	All SEKEM companies	20,546	22,435	20,131	20,652
1	Average hours of training per employee	hrs	All SEKEM companies	20.0	19.7	18.7	17.9
2	Number of students in Heliopolis University	no.	HU	1,075	1,294	2,186	2,729
3	Total number of medical center visits	no.	SDF	44,205	54,151	35,705	30,207
3	Number of employee visits at the Medical Center	no.	SDF	5,663	5,591	11,060	11,500
3	Share of employees with private health insurance	%	All SEKEM companies	26%	25%	54%	62%
3	Number of fatal work related injuries	no.	All SEKEM companies	0	0	0	0

SVG	Indicator	Unit	Scope	2017	2018	2019	2020
3	Total number of serious work related injuries	no.	All SEKEM companies	4	3	2	7
Ecologic Life							
5	Share of net revenue of potentially organically certifiable products	%	All SEKEM companies	65%	59%	46%	44%
8	Total number of bee hives	no.	SLR	35	29	45	67
5	Number of dairy cows per 10 hectares of cultivated land	no.	SLR	5	5	6	5
5	Total number of dairy cows	no.	SLR	132	129	141	135
5	Total amount of compost used	t	SLR	2,250	3,820	6,026	13,236
5	Average amount of compost per hectare (SEKEM owned land)	t/ha	SLR	9	19	28	45
5	Total cultivated area (SEKEM + supplying farmers)	ha	SLR + EBDA	1,361	1,956	1,882	1,648
5	Total cultivated area from SEKEM farms	ha	SLR	240	206	218	293
5	Total cultivated area from supplying farmers	ha	EBDA	1,121	1,750	1,664	1,636
5	Share of cultivated area from SEKEM farms from total cultivated area	%	n.a.	n.a.	10%	11%	17%
8	Share of organic matter in farm soils (10 - 0cm)	%	SLR	n.a.	0.69%	0.77%	0.70%

SVG	Indicator	Unit	Scope	2017	2018	2019	2020
8	Share of organic matter in farm soils (35 - 0cm)	%	SLR	n.a.	0%	0.4%	0.38%
8	pH - Value of Farm Soils (1:2.5)	no.	SLR	n.a.	7.75	7.77	7.60
8	Sodium Absorption Ratio	%	SLR	n.a.	6.2%	6.7%	6.2%
8	Amount of effective microorganisms per gram in farm soils	no.	SLR	n.a.	11*10^10	11*10^10	5*10^6
6	Total amount of water usage for agricultural use on SEKEM farms	m3	SLR	3,186,521	3,295,027	4,053,245	4,012,668
6	Total amount of water usage for agricultural use on SEKEM farms from fossil water source	m3	SLR	1,115,586	884,755	2,029,890	2,723,687
6	Share of water usage for agricultural use on SEKEM farms from fossil water source	%	SLR	35%	27%	50%	68%
6	Share of recycled and reused wastewater for tree irrigation	%	All SEKEM companies	100%	100%	100%	100%
7	Total amount of gasoline consumption	L	All SEKEM companies	764,079	685,250	722,836	710,276
7	Total amount of gasoline consumption for vehicles	L	All SEKEM companies	423,841	369,805	341,191	328,492
7	Total amount of gasoline consumption for power generation	L	All SEKEM companies	340,238	315,445	381,645	381,783
7	Relative amount of gasoline consumption per 1000 EGP sales	l / 1000 EGP	All SEKEM companies	1.9	1.6	1.5	1.4
7	Relative amount of gasoline consumption per ton of production	l / t	All SEKEM companies	16	28.6	28.2	25.7

SVG	Indicator	Unit	Scope	2017	2018	2019	2020
7	Total electricity consumption (grid, diesel and renewables)	MWh	All SEKEM companies	5,003	7,194	6,798	10,178
7	Total electricity consumption from grid	MWh	All SEKEM companies	2,170	3,739	2,738	3,808
7	Total electricity consumption from renewable sources	MWh	All SEKEM companies	228	301	324	1,675
7	Total electricity consumption from diesel generator	MWh	All SEKEM companies	2,605	3,154	3,736	4,696
7	Share of electricity consumption from renewable sources	%	All SEKEM companies	4.6%	4.2%	4.8%	16.5%
7	Relative amount of electricity consumption (grid, diesel and renewables) per million EGP net sales	kWh / 1000 EGP	All SEKEM companies	23.3	17.2	13.9	19.7
7	Relative amount of electricity consumption (grid, diesel and renewables) per t of production	kWh / t	All SEKEM companies	127	300	265	367
9	Total amount of corporate emissions (scope 3+2+1)	tCO2e	All SEKEM companies	5,008	3,934	4,112	4,174
9	Total amount of emissions scope 1	tCO2e	All SEKEM companies	2,011	1,834	1,927	1,895
9	Total amount of emissions scope 2	tCO2e	All SEKEM companies	1,753	1,694	1,763	1,904
9	Total amount of emissions scope 3	tCO2e	All SEKEM companies	1,244	406	422	375
9	Relative amount of emissions per thousand EGP sales	kgCO2e / 1000 EGP	All SEKEM companies	10	9	8.42	7.77
9	Relative amount of emissions per ton production	tCO2e / t	All SEKEM companies	0.12	0.16	0.15	0.14

SVG	Indicator	Unit	Scope	2017	2018	2019	2020
9	CO2 sequestration from soil	tCO2	SLR	768	928	864	1,158
9	CO2 sequestration from trees	tCO2	SLR	4,151	4,382	4,667	5,000
9	Total sequestered CO2	tCO2e	SLR	4,919	5,310	5,531	6,158
9	Total of sequestered emissions sold	tCO2e	SLR	n.a.	n.a.	1,365	1,709
9	Total number of trees	no.	SLR	125,800	132,000	140,000	150,000
10	Total weight of waste	t	All SEKEM companies	745	383	448	292
10	Total weight of plastic waste	t	All SEKEM companies	25	19.5	31.9	25.2
10	Total weight of paper & carton waste	t	All SEKEM companies	44	35.7	41.1	30.4
10	Total weight of glass waste	t	All SEKEM companies	71	4.3	14.0	11.9
10	Total weight of organic waste	t	All SEKEM companies	493	300.7	329.7	191.8
10	Total weight of hazardous waste	t	All SEKEM companies	0	0.0	0.0	0.0
10	Total weight of other waste	t	All SEKEM companies	112	22.8	32.2	33.0
10	Growth of total waste	%	All SEKEM companies	8%	-49%	17%	-28%

SVG	Indicator	Unit	Scope	2017	2018	2019	2020
10	Share of non-organic waste recycled	%	All SEKEM companies	42%	68%	73%	68%
10	Relative amount of waste production per 1000 EGP sales	Kg / 1000 EGP	All SEKEM companies	2	1.7	0.9	0.6
10	Share of organic waste	%	All SEKEM companies	66%	78%	73%	66%
10	Relative amount of waste production per ton of production	kg / t	All SEKEM companies	13.2	16	17.5	10.6
10	Total weight of all packaging material input	t	All SEKEM companies	2,120	1,672	1,970	2,114
10	Growth of packaging material input	%	All SEKEM companies	8.8%	-21.2%	17.9%	7.3%
10	Relative amount of packaging input material per t production	Kg / t	All SEKEM companies	41.5	69.9	76.9	76.4
10	Total weight of plastic material input for packaging	t	All SEKEM companies	525	563	514	565
10	Total weight of paper & carton material input for packaging	t	All SEKEM companies	1,045	852	1,160	1,312
10	Total weight of glass material input for packaging	t	All SEKEM companies	450	201	222	185
10	Total weight of organic material input for packaging	t	All SEKEM companies	10	12	15	15
10	Total weight of stickers material input for packaging	t	All SEKEM companies	64	33	23	21
10	Total weight of metal material input for packaging	t	All SEKEM companies	25	9	34	11

SVG	Indicator	Unit	Scope	2017	2018	2019	2020
10	Total weight of others material input for packaging	t	All SEKEM companies	2	2	2	5
10	Share of recycled packaging material input	%	All SEKEM companies	1%	2%	58.9%	62.1%
Economic Life							
11	Share of Export sales	%	All SEKEM companies	34%	34%	34%	32%
Societal Life							
15	Ratio of highest to lowest annual full-time salary	no.	All SEKEM companies	1:28	1:26	1:36	1:36
15	Share of females in senior and middle manager positions	%	All SEKEM companies	14%	29%	18%	15%
15	Share of females in total workforce (excl. daily workers)	%	All SEKEM companies	22%	24%	25%	24%
15	Number of Senior Managers	no.	All SEKEM companies	160	18	7	7
15	Number of Middle Managers	no.	All SEKEM companies	574	93	92	94
15	Number of Specialists	no.	All SEKEM companies	124	462	365	415
15	Number of Laborers	no.	All SEKEM companies	11	568	613	639
15	Number of Daily Workers	no.	All SEKEM companies	479	163	142	142

SVG	Indicator	Unit	Scope	2017	2018	2019	2020
15	Total number of employees (without daily workers)	no.	All SEKEM companies	1,341	1,286	1,077	1,155
15	Share of young employees (below the age of 36)	%	All SEKEM companies	64%	62%	59%	58%
15	Share of employees with disabilities	%	All SEKEM companies	2%	2%	2%	2%
15	Employee turnover	%.	All SEKEM companies	7%	11%	15%	10%
15	Share of longtime employees in the company (+7)	%	All SEKEM companies	n.a.	47%	49%	51%
15	Total number of part time workers	no.	All SEKEM companies	n.a.	6	6	4
15	Number of supplying farmers	no.	All SEKEM companies	n.a.	287	300	265

Note: The column “Scope” in the indicator list refers to the scope of data collection used to measure the performance of the respective indicator. The following scopes are relevant:

- All SEKEM companies :** This includes all companies under SEKEM Holding
- SLR :** The subsidiary SEKEM for Land Reclamation is reflected only
- SDF :** SEKEM Development Foundation is reflected only
- EBDA :** Egyptian Biodynamic Association is reflected only
- HU :** Heliopolis University for Sustainable Development is reflected only

Index of Abbreviations

bfz	Berufliche Fortbildungszentren der Bayerischen Wirtschaft gGmbH
BMZ	Bundesministerium für wirtschaftliche Zusammenarbeit und Entwicklung
DeVilag	Steering Migration through Sustainable Development: Euro-Egyptian Program for Agriculture and Rural Development
EBDA	Egyptian BioDynamic Association
EGP	Egyptian Pound
EoL	Economy of Love
GOTS	Global Organic Textile Standard
ha	Hectare
HU	Heliopolis University for Sustainable Development
Icea	certification body for textiles and organic cosmetics
IRENA	International Renewable Energy Agency
NOP	National Organic Program
R&D	Research & Development
SDF	SEKEM Development Foundation
SDG	Sustainable Development Goals
SureMap	Sustainable Resource Management Programme to solve Deserted Challenges
SVG	SEKEM Vision Goals

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