



ALKIFAT For General Trading and
Contracting Company Ltd.

شركة الكفات للتجارة والمقاولات العامة المحدودة

SUSTAINABILITY PLAN

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Introduction

KIFCO “ALKIFAT For General Trading and Contracting Company Ltd.” is dedicated to fostering a sustainable future through responsible business practices, environmental stewardship, and community engagement. Our Sustainability Plan outlines the framework, strategies, and initiatives that guide our efforts to build excellence and create trust while minimizing our ecological footprint and enhancing societal well-being.

Purpose

The purpose of this Sustainability Plan is to align our operations with global sustainability standards, address the environmental and social challenges of the oil and gas sector, and ensure long-term value creation for our stakeholders. This plan sets actionable goals and measurable outcomes to integrate sustainability into every facet of our business.

1. Overview of Sustainability Principles

At KIFCO, we adhere to the following core principles:

- **Environmental Responsibility:** Minimizing negative impacts on natural resources.
- **Social Equity:** Supporting local communities and ensuring fair labor practices.
- **Economic Viability:** Delivering value to clients while fostering financial stability.
- **Ethical Governance:** Conducting business with integrity and accountability.

2. Environmental Sustainability

2.1 Reducing Carbon Footprint

We prioritize reducing greenhouse gas emissions by:

- Transitioning to energy-efficient equipment.
- Utilizing renewable energy sources where feasible.
- Implementing carbon offset programs.

2.2 Sustainable Resource Management

- Optimizing the use of materials to minimize waste.
- Promoting recycling and reuse initiatives.
- Ensuring the responsible sourcing of raw materials.



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2.3 Compliance with Environmental Regulations

KIFCO complies with local and international environmental standards, including ISO certifications and Iraqi regulations.

3. Social Responsibility

3.1 Employee Welfare

- Ensuring safe and healthy work environments through robust HSE practices.
- Offering training programs to enhance skills and career development.
- Promoting diversity and inclusion within our workforce.

3.2 Community Engagement

- Supporting local infrastructure projects.
- Partnering with local organizations to promote education and healthcare.
- Engaging stakeholders in decision-making processes.

3.3 Human Rights

- Upholding labor rights in line with international standards.
- Preventing any form of discrimination or exploitation.

4. Economic Viability

4.1 Delivering Client Value

- Providing cost-effective and innovative solutions tailored to client needs.
- Maintaining high standards of quality and reliability.

4.2 Financial Sustainability

- Ensuring robust financial management and profitability.
- Investing in new technologies and workforce development to secure long-term growth.

5. Governance and Ethical Practices

5.1 Ethical Business Conduct

- Adhering to anti-corruption policies and ethical guidelines.
- Promoting transparency in decision-making and financial reporting.



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5.2 Stakeholder Engagement

- Maintaining open communication channels with clients, employees, and partners.
- Conducting regular stakeholder meetings to align goals and expectations.

6. Key Sustainability Goals

Environmental Goals:

- Achieve a 20% reduction in carbon emissions by 2030.
- Increase recycling rates by 50% within five years.

Social Goals:

- Conduct annual training for all employees on safety and sustainability.
- Allocate 5% of profits to community development projects.

Economic Goals:

- Maintain an annual growth rate of 10%.
- Expand service offerings to include additional renewable energy projects.

7. Implementation Strategies

7.1 Leadership and Accountability

- Assigning a dedicated Sustainability Officer to oversee initiatives.
- Incorporating sustainability metrics into performance evaluations.

7.2 Collaboration and Partnerships

- Partnering with NGOs, government agencies, and industry peers to drive sustainable practices.
- Encouraging subcontractors and suppliers to adopt similar sustainability standards.

7.3 Employee Empowerment

- Hosting workshops and training sessions to promote sustainability awareness.
- Encouraging employee-led initiatives to improve workplace sustainability.



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8. Monitoring and Reporting

8.1 Performance Metrics

- Tracking key performance indicators (KPIs) for energy use, waste reduction, and emissions.
- Conducting annual sustainability audits.

8.2 Reporting Framework

- Publishing an annual Sustainability Report to communicate progress and challenges.
- Using internationally recognized standards such as the Global Reporting Initiative (GRI).

9. Challenges and Mitigation Strategies

9.1 Operational Challenges

- Limited access to renewable energy sources in certain regions.
- Resistance to change among stakeholders.

9.2 Mitigation Measures

- Investing in local renewable energy projects.
- Conducting stakeholder education programs to build consensus.

10. Continuous Improvement and Future Outlook

10.1 Commitment to Innovation

- Exploring emerging technologies such as green construction materials.
- Integrating digital solutions for enhanced efficiency and monitoring.

10.2 Long-Term Vision

- Achieving carbon neutrality by 2050.
- Positioning KIFCO as a leader in sustainable contracting and construction in Iraq and beyond.



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Conclusion

This Sustainability Plan reflects KIFCO's unwavering commitment to excellence, trust, and sustainability. By embedding these principles into our operations, we aim to create lasting value for our clients, communities, and the environment.

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