

BEC Arabia Sustainability Report 2023



Table of Contents

03

Introduction

1. Message From Our Leadership
2. About This Report
3. About BEC Arabia
4. Our Core Values
5. Our Journey
6. Awards & Recognitions

12

Sustainability

1. Sustainability Policy
2. Sustainability Strategic Plan
3. Sustainability Initiatives
4. Ambition For Global Prosperity
5. Materiality Assessment
6. 2023 Highlights

19

Dependable Governance

1. Corporate Governance
2. Corporate Leadership
3. Compliance & Ethics
4. Anti-Bribery Management Systems
5. Strive For Quality
6. Information Technology

27

Environmental Stewardship

1. Caring For The Environment
2. Environmental Policy
3. Environmental Actions
4. Environmental Initiatives
5. Introducing Our Green Building Projects
6. Greenhouse Gas (GHG) Emissions

40

People & Communities

1. Empowering People
2. Our People
3. Diversity & Inclusion
4. Health & Safety
5. Training & Development
6. Community Giving
7. CSR Initiatives

GRI Content Index

01

Introduction

1. Message From Our Leadership
2. About This Report
3. About BEC Arabia
4. Our Core Values
5. Our Journey
6. Awards & Recognitions





A MESSAGE FROM OUR LEADERSHIP

It is with an enormous sense of pride that we present you with our first-ever Sustainability Report, marking a key milestone in our ambitious sustainability journey. As one of the most formidable forces in the construction industry, BEC Arabia recognizes the profound impact of its operations on the environment, society, and the economy. Our commitment to sustainability is rooted in the understanding that our actions today will shape the world of tomorrow. As such, we have made it our mission to embed sustainable practices into every facet of our operations, ensuring that our growth is aligned with the principles of environmental stewardship, social responsibility, and economic resilience.

Over the past year, we have taken significant strides in promoting sustainable construction practices. We have embraced the principles of green building, utilized innovative technologies and methodologies that prioritize sustainability, ensuring that our development contributes to the well-being of the environment while meeting the highest standards of quality and safety.

We recognize that living our mission is a journey of continual improvement and that by taking a proactive approach to sustainability and innovation, we can leave a legacy we are proud of. To support our sustainability efforts, we developed a sustainability roadmap to guide BEC Arabia in reducing environmental impact. We also recognize that as an industry we need to make better choices during design and construction. By collaborating with our clients and partners, we can make better choices for our people and planet.

As we look towards 2025 and beyond, we remain focused on our commitment to sustainable leadership. We can always achieve more, and we welcome cooperation to amplify our effect. Guided by our values of commitment, integrity, and responsibility, we will continue to move forward, seek innovations, and push boundaries as we strive for excellence in environmental performance, social responsibility, and economic resilience all on the path to creating a more sustainable, equitable and prosperous future for us all.

Together, We Make a Positive Impact on the Environment.

Babit Almusai
Vice Chairman & Managing Partner



ABOUT THIS REPORT

BEC Arabia is pleased to present its Inaugural Sustainability Report, a testament to our unwavering commitment to sustainable practices and our dedication to creating lasting value for all stakeholders. This report represents a significant milestone in our journey, as we share the measurable progress we've made, the challenges we've faced, and our aspirations for the future as we continue to build responsibly and sustainably. It provides a holistic view of our efforts to promote a future where economic success works together with environmental and social well-being. This report serves as a starting point as the company embarks on a transformative discourse, illustrating our dedication to sustainable practices and its commitment to shaping a safer and more responsible future for all.



Reporting Scope

This report has been prepared with reference to GRI Sustainability Reporting Standards.



Reporting Period

The data presented in this report is for the financial year 2023 covering the period between March 1st, 2023, to March 31st, 2024, unless otherwise stated.



Reporting Countries

The report covers our operations in Saudi Arabia only unless otherwise stated.



External Assurance

BEC Arabia has chosen not to seek an external party to audit our Sustainability Report 2023. However, we have followed an internal assurance process to ensure the reliability of the information provided in this report, and we may reconsider external assurance in future sustainability reports.



Point of Contact

For any questions regarding the content of this report, please contact:

Name: Nasser Mohamed

Email: nasser.mohamed@becarabia.com

Occupation: Controls Director



BEC ARABIA AT A GLANCE



25

Years in
Construction



120

Projects
Delivered



10SR

Billion Value of
Completed Projects



4.5SR

Billion Value of
Ongoing Projects



5M

Total Built-Up
Area



7

Concrete Production
Plants



100M

Hours of Safety
(Without LTI)



10K

Professionals
in our Talent Pool



600

Engineers &
Technicians



2K

Suppliers & Contr-
acting Partners



1K

Plants, Machinery,
& Vehicles



6

International
Certificates



ABOUT BEC ARABIA

Emerging as one of the most formidable forces in the construction industry, BEC Arabia first set roots in the United Arab Emirates (UAE) in 2000 before expanding into the Kingdom of Saudi Arabia (KSA) in 2010. Today, our dynamic and diverse organization offers comprehensive, turnkey solutions in the realm of civil construction, electromechanical operations, infrastructure development, landscaping, and engineering services.

At BEC Arabia, our commitment extends beyond standard contracting. We serve as an all-encompassing partner, supporting our clients at every stage of their journey. Beginning with financing assistance and feasibility mapping, through to construction, commissioning, and beyond, we guide our clients throughout the entire process. Always on the prowl for innovative ways to elevate our offerings, we strive to provide unparalleled value at every turn. We ensure project certainty through timely completion, adhering strictly to project specifications while maintaining a robust resource pool for handling any additional requirements.



Our Mission

To be a construction company of choice by providing integrated solutions, constantly creating value by offering a strong competitive advantage based on a foundation of knowledge and expertise that exceeds the expectations of our partners in success.



Our Vision

To provide engineering and construction solutions that empower us to take on bigger projects that fuel our ambition.



OUR CORE VALUES

Our core values are the cornerstones of our company's culture and operations. They guide our decisions, shape our interactions, and drive our commitment to excellence. By upholding these principles, we ensure that every project and relationship reflects our dedication to ethical practices, innovation, and outstanding results. Our values are not just ideals but actionable commitments that define how we operate and contribute to the success of our clients, partners, and communities.



Integrity

At our core

Integrity is the priceless intangible asset of any organization. We achieve the highest levels of integrity by preventing or avoiding all direct and indirect losses, and by continually researching cost-effective solutions to enhance performance.



Responsibility

In every action

We take complete responsibility for our deliverables by adhering to project deadlines, budgets, and quality standards. We consistently exceed expectations by delivering projects on time, while also upholding our ethical responsibility for the impact of our actions on stakeholders and the environment.



Learning

As our foundation

By instilling a work culture that ensures a consistently high learning curve, we identify and utilize the right knowledge and tools, support personal growth, and invest in the development of our people.



Commitment

To every goal

Productivity is key to reaching growth milestones. To accomplish this, we work as one team towards a common goal, driven by a passion for what we do. We approach every project with a positive mindset, always striving to achieve the impossible.

OUR JOURNEY



1998

BEC

BEC Arabia established its footprint in Sharjah, United Arab Emirates, heralding a new chapter in the regional construction industry.

2005

A testament to our architectural prowess, we triumphantly laid the final touch on a design & build project of a high-rise tower, which comprised of over 50 floors.



2009



BEC Arabia fortified its presence in the Middle East by establishing its regional headquarters in Saudi Arabia.

2012

The crowning moment arrived in 2012 when Chairman was honored by King Abdullah Bin Abdulaziz for his noteworthy accomplishments.



1990s

2000s

2010s

2001

The steadily expanding company widened its influence across the Emirates, marking its presence in Dubai, Fujairah, and Ras Al Khaimah.



2007

In a landmark achievement in 2007, the company accomplished a mega project exceeding USD 300m in contract value, all within a span of only 24 months.

2010

The company's efforts gained recognition and were rewarded with a key project in KSA, the Ransada Housing Project, bearing a contract value of USD 370M.



2013

This year brought another feather in our cap with a tier-1 contracting classification awarded by the Ministry of Housing and Internal Affairs (MOHRA).



OUR JOURNEY

2015



Taking our reputation further, in 2015, we were awarded a standout project – an EPC Contract for the Ministry of Interior worth a staggering USD 1.38M.

2017

BGC Arabia further diversified by establishing a real estate subsidiary. Its inception was marked with a successful investment participation of a whopping USD 35M in a real estate capital fund, underlining the company's robust growth strategy.



2020

BGC Real Estate signed an MOU with HH Minister of Housing, Majid Al Hagail, to develop 18,000 housing units as part of a socially responsible housing program.



2022

BGC Real Estate reached a key milestone by signing an MOU with HH Minister of Housing, Majid Al Hagail, to develop 18,000 housing units as part of a socially responsible social housing program.



2010s

2016

This year marked a strategic move by establishing a versatile subsidiary, Concrete Solutions. This proved successful with the prompt and stellar delivery of 60 schools using their advanced in-house pre-cast capabilities.



2019

We achieved a major milestone by completing the KAP2 project (King Abdullah Project for the Development of Security Headquarters - Phase 2) in the Mecca Region, inaugurated by His Highness, Abdullah bin Saud Al Saud, the Minister of Interior.

2021

BGC Arabia has been awarded two major projects: STC Square and TBC Wave 2 Schools under the PPP program, with a combined value of USD 550M.



2023

BGC Arabia expanded its portfolio further with the Real Estate Development agreement for the notable Hampton by Hilton Hotel in Niom Logistics Park. Additionally, the firm had a successful run with a fast track projects in NEOM, reinforcing its commitment to efficient execution.



AWARDS AND RECOGNITIONS

We strive to be an employer of choice. We are delighted to share the third-party endorsements we have received that recognize our commitment to providing our employees with a rewarding place to work.

Company Awards

Best Construction Company 2022

Acknowledged as the Best Construction Company in 2022 at the IBMAR awards

Residential Project of The Year 2022

Construction Week awards BEC Arabia the Residential Project of the Year, Wadi Al Hada, for its unprecedented design, quality delivery, and outstanding performance.

Construction Entrepreneur of the Year 2023

Our CEO, Ahmed Gamal, was honored as the Construction Entrepreneur of the Year. This prestigious award recognizes his unwavering leadership and innovative contributions to our dynamic industry.

HSE Achievement Award 2023

We received the prestigious HSE Achievement Award by NEOM, in recognition of our sincere role in the construction of the Kingdom's "new future".

External Recognition

Shortlisted for the title of "Contractor of the Year" 2023

shortlisted for the "Contractor of the Year" title in the Construction Technology Awards.

A Certificate of Achievement by Red Sea Global 2024

A certificate of achievement was presented by Red Sea Global to the project team of AMAALA Staff Village project for their remarkable efforts and performance.

A Certificate of Appreciation by NEOM 2024

A certificate of appreciation was presented by NEOM for our unwavering commitment to environmental advocacy and volunteerism.

A Certificate of Appreciation by UNEP 2024

A certificate of appreciation was presented by United Nations Environment Programme (UNEP) for our contributions to the #GenerationRestoration movement on World Environment Day 2024.

OUR HOSPITALITY
Darraq Al Hada

LIFESTYLE DEVELOPERS
The Vue

MASKA ABIA
Maska

MORABIA HARBI &
PARTNERS
Sindal and
Clustr



02

Sustainability

1. Sustainability Policy
2. Sustainability Strategic Plan
3. Sustainability Initiatives
4. Ambition For Global Prosperity
5. Materiality Assessment
6. 2023 Highlights



SUSTAINABILITY POLICY

Our sustainability policy serves as a guiding framework for integrating environmental stewardship, social responsibility, and governance into every aspect of our operations. It outlines the principles and practices that drive our efforts to minimize environmental impact, promote resource efficiency, and support the well-being of our communities. Some of our essential business solutions include the following:



Environmental

- To comply with all applicable environmental laws, regulations, and standards, as well as any other requirements to which we subscribe.
- To minimize waste generation, optimize the use of materials, and promote re-source efficiency throughout our construction projects. This includes responsible sourcing of materials, efficient use of water and energy, and proper waste management practices.
- To prevent pollution by employing best practices for the handling, storage, and disposal of materials. We will invest in pollution prevention technologies and continuously assess our processes to minimize our environmental footprint.
- To promote the use of environmentally friendly and sustainable building practices, such as incorporating energy-efficient technologies, utilizing renewable energy sources, and designing for energy conservation and indoor air quality.
- To protect and preserve biodiversity and natural habitats in the areas where we operate. This includes minimizing disturbance to ecosystems, preserving native vegetation, and promoting the use of sustainable landscaping practices.



Social

- We actively engage with our employees, clients, suppliers, and the local community to raise awareness about sustainability and environmental issues.
- We provide training and education to our employees to enhance their understanding of sustainability and environmental issues.



Governance

We uphold the highest standards of corporate governance to support our sustainable goals and manage risks effectively. Guided by our core values of commitment, integrity, and responsibility, we ensure that all our business practices meet the utmost standards of ethical conduct. Our governance framework emphasizes accountability, transparency, and ethical behavior, reinforcing our commitment to responsible and reliable business operations.





SUSTAINABILITY STRATEGIC PLAN



Sustainability Strategy

BDC Arabia has developed a forward-looking Sustainability Strategy that supports our ambition and drives our efforts toward environmental stewardship, social responsibility, and economic resilience. We prioritize five key processes as part of our sustainability strategy:

- Using sustainable materials to reduce environmental impact and build long-lasting structures.
- Leveraging the latest technology and digital innovations to deliver efficient, cost-effective projects with a reduced environmental footprint.
- Optimizing resource use to minimize waste and promote sustainability; we ensure complete utilization of materials.
- Reducing carbon emissions by implementing sustainable practices throughout our operations.
- Integrating solar panels into our projects to harness renewable energy, reduce reliance on non-renewable sources, and offer long-term cost savings.

Action Framework

Our comprehensive framework provides a clear vision to guide the Company's development. It connects its diverse activities and impacts with its ambitious strategic

Dependable Governance



To be recognized as an ethical and responsible company by upholding robust governance structures that ensure accountability, integrity, and transparency in all our operations.

Caring for the Environment



To be a responsible steward by actively managing our environmental impacts, preserving natural resources, and innovating to enhance environmental benefits.

Empowering People



To be the employer of choice by continuing to invest in developing Saudi Arabia's national workforce. Our efforts emphasize inclusivity, particularly in achieving gender balance, while consistently advancing health and safety standards.

Community Giving



To participate meaningfully in the communities we serve by supporting local initiatives, contributing to social development, and fostering a spirit of giving.

SUSTAINABILITY INITIATIVES

Our specific sustainability initiatives in relation to the natural environment are:



Transition to Renewable Energy

Our initiative to switch to renewable energy sources—such as solar, wind, and hydroelectric power—aims to significantly reduce our carbon emissions and enhance sustainability.



Optimizing Energy Efficiency

We are implementing energy-efficient practices, such as using LED lighting, optimizing HVAC systems, and utilizing building automation systems, to reduce energy consumption and lower costs.



Sustainable Transportation

Encouraging employees to utilize company transport, use public transportation, or bike to work, if possible, to reduce carbon emissions and promote sustainability.



Managing our Waste

Implementing waste reduction programs, such as recycling or composting, to divert waste from landfill and minimize environmental impact.



Sustainable Sourcing

Sourcing materials and products from sustainable sources, such as FSC-certified wood or organic cotton, can promote sustainability and support responsible production practices.



Managing our Water Resources

Implementing water-saving measures, such as low-flow fixtures, rainwater harvesting systems, and greywater recycling, can reduce water consumption and promote sustainability.

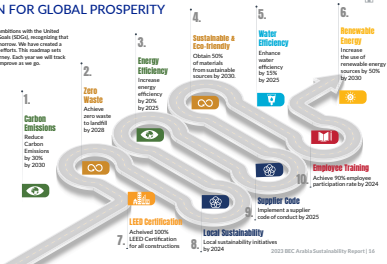


Carbon Offsetting

Investing in carbon offsetting programs, such as reforestation or renewable energy projects, can help offset the carbon emissions produced by an organization's operations or activities.

AMBITION FOR GLOBAL PROSPERITY

At BDC Arabia, we align our future ambitions with the United Nations Sustainable Development Goals (SDGs), recognizing that today's decisions shape a better tomorrow. We have created a sustainability roadmap to guide our efforts. This roadmap sets the course for our sustainability journey. Each year we will track our progress against it and seek to improve as we go.



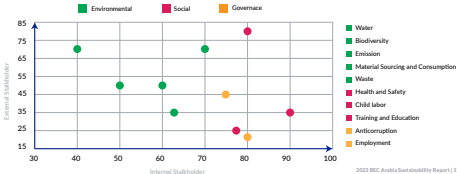
MATERIALITY ASSESSMENT



To comply with the GRI Standards we conducted a materiality assessment to identify the most critical topics that reflect our company's environmental, social, and governance (ESG) impact.

The material topics identified through the 2023 assessment continue to guide our efforts in addressing crucial impacts and aligning our sustainability strategy with our stakeholders' evolving needs and expectations.

The materiality matrix, derived from the assessment process, utilizes the X-axis to indicate the importance level of these topics to the business based on responses from internal stakeholders, and the Y-axis represents the analysis of the response received from external stakeholders.





2023 HIGHLIGHTS



2023

Establishing a sustainability road map to guide our efforts.



3K

New hires between 2023 and 2024



16%

Women's representation in the workforce between 2023 and 2024



11K

Hours of training provided to employees between 2023 and 2024.



0.034

Accident Frequency Rate in 2023



20%

Women representation on the board



5K

Tons of waste diverted from landfills between 2023 and 2024



8M

Total safe man-hours in 2023

03

Dependable Governance

1. Corporate Governance
2. Corporate Leadership
3. Compliance & Ethics
4. Anti-Bribery Management Systems
5. Strive For Quality
6. Information Technology





CORPORATE GOVERNANCE

We believe that robust governance practices are required to effectively implement a sustainability strategy and develop a strong culture of accountability within the company.

BEC Arabia's robust corporate governance framework is designed to instill trust, transparency, and accountability in every aspect of our operations and decision-making processes. Our commitment to strong governance is reflected in our Corporate Governance Guidelines, which define the principles, policies, and procedures that guide the Company and its Board. These Guidelines outline the responsibilities of our Board of Directors, who is charged with overseeing the Company's strategy, management, material risks, risk appetite, internal controls, and policy issues.

We believe that effective corporate governance plays a crucial role in advancing the Sustainable Development Goals (SDGs) by promoting responsible business practices, strengthening stakeholder engagement, enhancing risk management, and driving sustainable value creation.

BEC Arabia is dedicated to aligning its business strategies with the SDGs, contributing to the achievement of these global objectives, and fostering a more sustainable future for all.

In addition to our Corporate Governance Guidelines, we published a Code of Ethics and Business Conduct in September 2023 to guide our business decisions and hold our directors, officers, employees, contractors and suppliers accountable for honest and ethical conduct.

SDG IMPACT



CORPORATE LEADERSHIP

VICE CHAIRMAN & MANAGING PARTNER



Bakht Aldosari

EXECUTIVE / CORPORATE MANAGEMENT



Ahmed Gamal
Chief Executive Officer



Mohamed Qatwash
E. Operations Director



Ahmed Kamel
Projects Director



Hasser Mohamed
Business Controls
Director



Donia Dowidar
General Counsel



Mona El Duibe
Commercial Director



Fahd El Harthy
Human Resources
Director



Adnan Danab
Supply Chain Director

COMPLIANCE & ETHICS

Ethical business conduct is central to how we work at BEC Arabia. We are committed to operating with integrity, honesty, and in full compliance with applicable laws, and we have a "no-tolerance" approach to ethical violations. BEC Arabia's approach is guided by our Business Ethics and Code of Conduct Policy (BEOC), which enables the Company and its employees to integrate ethical principles into all facets of operations. Based on our belief in sustaining this culture of ethical behavior to succeed as a trusted company, we have a comprehensive set of policies that enable us to uphold our ideals, acting as tools for promoting integrity and building trust among our key stakeholders. This includes:

Whistleblowing



BEC Arabia's Whistleblowing Policy provides a structured system for the confidential and anonymous reporting of concerns. We aim to promote transparency, accountability, and ethical behavior, as well as protect employees who raise concerns about potential wrongdoing. Employees are educated and made aware of the Company's Whistleblowing policy at the point of induction, and on a regular basis to encourage good governance practices across the company. There is a dedicated confidential email address for employees to report concerns securely and discreetly.

Email: whistleblowing@becarabia.com

Conflict of Interest



BEC Arabia has implemented a Conflict of Interest framework based on five key pillars:

- **Transparency:** Employees must recognize, disclose, and report any actual, perceived, or potential conflicts of interest immediately.
- **Impartiality:** Employees are required to avoid any relationships or activities that could compromise their ability to remain objective.
- **Accountability:** The Conflict of Interest Register logs all disclosed conflicts, their assessments, proposed actions, and resolution status.
- **Compliance:** The policy aligns with legal and regulatory standards to ensure ethical business practices.
- **Disciplinary Measures:** Non-compliance with the policy will result in appropriate disciplinary actions based on the severity of the violation.

Anti-Money Laundering



BEC Arabia is committed to ensuring compliance with all the applicable Anti-Money Laundering (AML) laws and regulations. We have a robust framework in place, consisting of written policies, procedures, adequate controls, and a training program. We perform appropriate due diligence on clients during admission and on an ongoing basis throughout the business relationship, performing regular assessments of the money laundering risks within the group, and have adequate processes in place to escalate unusual or suspicious transactions regarding money laundering to the relevant (AML) Compliance Officer, allowing us to report any suspicious activities to relevant authorities in a timely manner.

Cybersecurity & Data Privacy



In our increasingly digital world, we recognize the importance of implementing strong cybersecurity protocols and data privacy standards to effectively manage cyber risks. We have developed a cybersecurity program to actively monitor and report on cybersecurity risks and engage our management team in regular meetings to review our risk posture, new risks, and the development of mitigation strategies. Our cybersecurity program follows the industry's best practices and standards, incorporating a zero-trust model, penetration testing, monitoring, and threat intelligence. In 2023, we continued to invest in our information security capabilities and our business resilience measures. We launched various awareness-raising campaigns and mandatory training, covering topics such as reporting of suspicious behavior and incidents, other training was aimed at specific groups such as users with privileged access and newcomers.

Anti-Fraud & Corruption



BEC Arabia has zero tolerance for any act or attempt of fraud or corruption and any such activity will be duly investigated and appropriately sanctioned. We combat the risk of internal and external fraud by building awareness, frequently assessing the fraud risks within the group and, through the implementation of robust preventive and detective antifraud controls.



Anti-Bribery Management Systems

In 2023, BEC Arabia received the ISO 37001:2016 certification for its anti-bribery management system. Acquiring this certification confirms our commitment to upholding international standards for preventing bribery and corruption and maintaining high standards of ethical conduct.

The ISO 37001 standard combats bribery and is an effective instrument to certify your organization's anti-corruption program. This standard helps improve the competitiveness and credibility of your organization, and also ensures that adequate measures are implemented across the organization to tackle problems related to bribery.

This system sets out the requirements and provides guidance to help organizations comply with anti-bribery laws (and voluntary commitments). By introducing effective measures to prevent and control issues related to bribery, the ISO 37001:2016 system promotes integrity and transparency in organizations.





STRIVE FOR QUALITY

BEC Arabia is committed to understanding and meeting our client's expectations, earning trust, and providing best-in-class design, products, and services. We hold ourselves accountable for satisfying clients, preventing risk, and driving continuous improvement in our operations. We pride ourselves on being one of the most trusted contractors in KSA, with a long-standing reputation of excellence and reliability spanning 25 years. Our comprehensive quality management strategy involves everyone, from executive management to frontline workers. Through a series of corporate procedures and employee training, we maintain the highest quality standards to ensure world-class services.

BEC Arabia's quality management system ensures delivering and maintaining the highest level of quality at every step of our integrated services by complying with the latest building standards and all international and local legislation requirements, as well as the specific needs of our clients. As a vertically integrated construction conglomerate it is fundamental to ensure legal compliance and maintain consistency throughout our operations. To mitigate risks and enhance customer satisfaction we have identified key performance indicators for our projects and personnel that allow us to continually monitor and evaluate the effectiveness of our services.

Our strategy is to focus on process management, which involves analyzing and improving the various processes that drive business operations. Thereafter, following the analysis, we aim to establish policies that promote process standardization while constantly using data to monitor and measure our process performance to identify opportunities for improvement.



Procurement



Policies



Compliance



CQI



Audit



HR



Engineering



Sustainability



Construction



Information Technology

Acknowledging the importance of digitalization and staying current with IT trends, BEC Arabia has focused on optimizing work processes and enhancing data security. To ensure our daily operations comply with necessary standards, we have established a comprehensive set of IT security policies and procedures.

IT Department Structure

Our IT department is structured into three key functional teams that collaborate to deliver cutting-edge solutions and services:



Infrastructure & Security Team: Responsible for maintaining a robust, secure, and high-performance network while ensuring the protection of the organization from cyber threats and ensuring data integrity.

Application Team (DevOps): Focused on developing and maintaining innovative software solutions tailored to our business needs, while integrating operations and development for continuous delivery and agility.

Service Management Team: Dedicated to managing IT services, overseeing technical support, and ensuring that IT assets are utilized efficiently to meet the evolving needs of the organization.

Key Achievements

Over the past two years, our IT department has accomplished several key milestones:



Remote Infrastructure: We have successfully transitioned 90% of the company's infrastructure to operate remotely. This achievement ensures that we can manage and control all systems and processes seamlessly from anywhere.



IT Service Enhancement: The implementation of a robust ticketing system has significantly improved IT service delivery across the organization, resulting in greater employee satisfaction and faster resolution times.



Company ERP Development: We have developed a company portal that will serve as an enterprise resource planning (ERP) system in the future, adhering to industry standards and preparing us for the next phase of digital transformation.



Dedicated Internet (MPLS): To resolve persistent internet issues, we switched to a dedicated MPLS line with a service level agreement (SLA) from our provider, ensuring stable and reliable internet connectivity across all offices.

Information Technology

Cybersecurity



Our commitment to cybersecurity is evident in our implementation of several advanced technologies. Leveraging Microsoft ES tools, we have enhanced our ability to detect and respond to threats through features like Endpoint Detection, Data Loss Prevention (DLP), and SIEM (Security Information and Event Management). While cybersecurity awareness campaigns are still in preparation, we are continuously improving our defenses to ensure the safety of our data and systems.

Data Confidentiality & Classification



To safeguard sensitive information, we have adopted Microsoft Sensitivity Labels, which categorize data into Internal, External, Confidential, and Highly Confidential. These labels help enforce data security policies and ensure that information is handled in accordance with its classification.

Remote Work Capabilities



During the pandemic and beyond, our IT department played a vital role in enabling remote work. We provided employees with laptops, VPN access, and supported seamless collaboration through Microsoft Teams and other MS ES tools. This proactive approach ensured business continuity and enabled effective communication across our remote workforce.

Sustainability in IT



In line with our sustainability goals, we have moved most of our IT infrastructure to the cloud, reducing the need for on-premises servers and minimizing the purchase of additional hardware. This shift not only reduces energy consumption but also supports our long-term goal of minimizing our environmental footprint through technology.



04

Environmental Stewardship

1. Caring For The Environment
2. Environmental Policy
3. Environmental Actions
4. Environmental Initiatives
5. Introducing Our Green Building Projects
6. Greenhouse Gas (GHG) Emissions





CARING FOR THE ENVIRONMENT

At BGC Arabia, we understand the profound impact that the construction industry can have on our natural resources and the environment. As a result, we prioritize integrating sustainable practices into all facets of our operations, ensuring that our activities, policies, and procedures align with environmentally responsible principles.

We are committed to creating a culture of environmental awareness so that our dedicated teams are mindful of our environmental responsibilities and empowered to fulfill them. We strive to be an industry leader, with a focus on environmentally responsible construction operations that provides a competitive advantage. Our commitment is underscored by our ISO 14001:2015 Environmental Management System certification and our comprehensive Environmental Policy and procedures, which are consistently communicated to all employees to ensure compliance and environmental awareness. We will continue to strive for sustainable practices, mindful of our responsibility to protect our natural resources and environmental health.

We also acknowledge the essential role of advancing the Sustainable Development Goals (SDGs) in achieving a sustainable future where both people and the planet can thrive.

SDG IMPACT



ENVIRONMENTAL POLICY

Energy Conservation & Greenhouse Gas Reduction



BEC Arabia is dedicated to mitigating the negative environmental effects resulting from greenhouse gas (GHG) emissions and elevated energy consumption during our business activities and operations. We are committed to:

- Implementing low-carbon technologies to lower emissions.
- Integrating eco-friendly transportation solutions into our operations.
- Our equipment is designed for energy efficiency and sourced from environmentally conscious suppliers.
- Utilizing technology that requires less energy
- Monitoring and reporting energy consumption

Water Consumption & Wastewater Treatment Policy



BEC Arabia is committed to minimizing water withdrawal, consumption, and discharge impacts while supporting global water conservation efforts. Our Water Consumption and Wastewater Treatment policy applies to all activities, locations, employees, and collaborators. Key focus areas include:

- Raising awareness of water-related impacts
- Collaborating with local stakeholders for effective water management
- Reducing consumption with efficient technologies
- Promoting water reuse in scarce regions
- Implementing advanced wastewater treatment
- Minimizing harmful chemicals
- Ensuring proper effluent treatment

Waste Management & Recycling Policy



Recognizing the environmental impact of construction and demolition debris. Our goal is to optimize resource utilization, reduce environmental impact, and support a sustainable economy and ecosystem. To achieve this, BEC Arabia focuses on:

- Minimizing waste generation
- Encouraging reuse and recycling
- Developing tailored disposal plans.
- Diverting construction debris from landfills.
- Monitoring waste generation to establish effective reduction programs.
- Ensuring responsible disposal through certified contractors.

Sustainable Procurement & Supply Chain Policy



BEC Arabia has adopted a triple-bottom-line framework to identify and minimize the environmental and social impacts within its procurement chains. The company's sustainable procurement objectives include:

- Ensuring that the supply chain provides fair pay, labor law protections, proper living conditions, and well-being measures such as health and safety, food security, and access to clean water.
- Ensuring adherence to national and international laws.
- Selecting certified vendors with minimal environmental impact, and prioritizing materials made from recycled content, bio-based products, energy-efficient goods, and alternative fuel offerings.
- Improving resource efficiency by minimizing waste and carbon emissions.
- Encouraging suppliers to restore biodiversity, safeguard wildlife, and comply with fair trade and quality standards.



SUMMARY OF ENVIRONMENTAL ACTIONS DURING 2023

At BEC Arabia, mobilization for any newly awarded project is contingent upon a site visit conducted by our specialized environmental and sustainability team. The objective of the visit is to assess the site conditions thoroughly and prepare a Comprehensive Environmental and Social Management Plan (CESMP). This proactive approach ensures that we preemptively identify and mitigate any potential impacts associated with our site or construction activities. By integrating environmental considerations from the outset, we uphold our commitment to responsible and sustainable practices, safeguarding both the environment and the communities in which we operate.



Energy Performance

Recognizing the urgent threat of climate change, which affects all living and non-living entities, BEC Arabia has prioritized energy performance as a pivotal aspect of our sustainability strategy. In response to this global challenge, we have developed a comprehensive roadmap aimed at significantly reducing our greenhouse gas (GHG) emissions by 2030. This roadmap outlines a series of ambitious yet achievable targets and initiatives that will enable us to minimize our carbon footprint and contribute to mitigating climate change.

By setting clear objectives and implementing innovative solutions, we are committed to driving meaningful progress towards a more sustainable future. Through the collective efforts of our team, stakeholders, and partners, we aim to play our part in addressing one of the most pressing issues of our time, safeguarding the well-being of present and future generations.



Water Consumption

At BEC Arabia, we recognize the critical significance of conserving water resources, considering it the most vital and precious natural asset on our planet. With approximately 71% of Earth's surface covered by water, it is alarming that merely 3% of this water is freshwater. Further exacerbating the issue, the majority of freshwater is locked in frozen glaciers and ice caps, leaving only a small fraction accessible as groundwater and surface water.

In light of these realities, we meticulously evaluate our policies and strategies to ensure the prudent use of potable water, avoiding its unnecessary consumption in our activities. This commitment underscores our dedication to responsible stewardship of this invaluable resource, as we strive to minimize our environmental impact and promote sustainability in all aspects of our operations.

Material & Resources



At BEC Arabia, we prioritize the selection of raw materials that align with sustainability principles, emphasizing local sourcing, reuse, and recycling. To ensure environmental responsibility, we have developed a Sustainable Material Questionnaire, compliant with LEED requirements, which we share with potential suppliers. This questionnaire ensures that materials used in our projects have a minimal environmental impact, with recyclable content percentages matching material composition.

Additionally, we implement waste management plans for each project, aiming to reduce waste generation and minimize environmental harm. By prioritizing waste reduction, recycling, and reuse, we not only protect the environment but also realize cost savings by avoiding disposal expenses. This approach underscores our commitment to resource conservation and sustainable practices in all aspects of our operations.

We also recognize the profound impact of plastic pollution on ecosystems, livelihoods, and social well-being. Plastic pollution disrupts habitats, impairs natural processes, and undermines ecosystems' resilience to climate change, posing significant threats to millions of people's livelihoods and food production capabilities.

In response, we have developed strategies aimed at eliminating the use of plastics and transitioning to more sustainable materials. By prioritizing alternatives that are environmentally friendly and biodegradable, we seek to mitigate our contribution to plastic pollution and promote the well-being of both ecosystems and communities. Through proactive measures and innovative solutions, we are committed to fostering a healthier, more sustainable future for generations to come.



ENVIRONMENTAL INITIATIVES IN THE REPORTED PERIOD

Energy Performance

Situation

Upon analyzing our fuel consumption in construction projects, we discovered that the majority of gasoline and diesel consumption stems from transportation activities.

Target

Our target is to reduce greenhouse gas emissions by decreasing fuel consumption in transportation.

Action

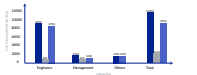
We developed an energy conservation policy and distributed it to all BEC Arabia project managers. The total manpower at BEC Arabia is 3,700, divided into three categories: Management (100), Engineers (600), and Others (3,000). Previously, all management and engineering staff had individual private cars. However, we have now transitioned to using shared vehicles by hiring 5 drivers who are responsible for transporting the management staff. Additionally, we utilize a coaster bus with 30 seats to transport engineers and assistant staff. To incentivize our employees, we provide allowances and incentives.

Result

Employee Category	Number	consumed fuel before the initiative in L	consumed fuel after the initiative	Saved fuel in a liter	CO2 reduction
Management	100	1500/d	300	1200 L/d	80%
Engineers	600	9000	300	8700 L/d	96.67%
others	3000	1500	1500	0	0

Third action: Onsite transportation, previously reliant on fuel vehicles, has been replaced with electric golf carts. These electric vehicles are recharged once a week, offering a more sustainable and efficient mode of transportation.

No traditional car	Consumed fuel	No golf car	Saved fuel
-40	-400 L/d	-40	-400 L/d





ENVIRONMENTAL INITIATIVES IN THE REPORTED PERIOD

Water Consumption

Situation

After analyzing water consumption in our construction projects, we found that the majority of water usage occurs in the camp (accommodation) and dust control processes.

Target

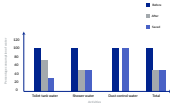
To reduce potable water consumption, we aim to minimize the usage of potable water in various areas such as bathrooms, toilet flush systems, shower heads, and other relevant sources. Additionally, we seek to decrease the amount of water used for dust control purposes.

Action

We developed a water consumption management policy and distributed it to all BEC Arabia project management teams. By implementing some inexpensive strategies, we saved a significant amount of potable water. For example, we replaced the 1.6-gallons per flush toilet tank with a 3-liter bottle filled with water and gravel, resulting in a 30% reduction in water usage. Additionally, we replaced the old shower head, which had a flow rate of 7.6 liters per minute, with one that only uses 3.8 liters per minute, resulting in a more than 50% water saving. Furthermore, we tested the water produced from the dewatering process and found that it can be effectively used for dust control, saving 100% of the water typically used for this purpose.

Result

Activities	Toilet tank water			Shower water			Dust control water (when applicable)		
	Before	after	Saved	Before	after	Saved	Before	after	Saved
Monthly Consumption									
Q _u (m ³)	2842	2030	812	9000	4500	4500	1215	0.0	1215
%	100	70	30	100	50	50	100	0	100





ENVIRONMENTAL INITIATIVES IN THE REPORTED PERIOD

Material & Resources

Situation

Upon analyzing our construction waste, we found that the majority of waste generated consisted of concrete washout, scrap, and wood. The primary raw materials used in our projects include steel, concrete, and aluminum.

Target

- To minimize landfill waste by prioritizing reuse and recycling methods.
- To incorporate the highest possible proportion of recycled content into our raw materials.

Action

We formulated comprehensive waste management and sustainable material policies, disseminating them to all BEC Arabia project managers for adherence. Additionally, we convened a meeting with concrete batch plants, persuading them to reclaim concrete washout and construction waste for reintroduction into the crusher. This initiative aims to repurpose the aggregate instead of resorting to landfill disposal, thereby reducing environmental impact.

Furthermore, we implemented a strategy to sell scrap materials to various recycling facilities, ensuring their reintroduction into the manufacturing process. Specifically, wood waste was repurposed for site signboards and other on-site products, contributing to our sustainability efforts and minimizing waste generation. In alignment with our commitment to sustainability, single-use plastic cups and bags were phased out across BEC Arabia operations and replaced with alternative sustainable products.

This transition reflects our dedication to reducing plastic waste and adopting environmentally friendly alternatives.

Moreover, we prioritize the use of materials with exceptionally high recycled content, further promoting circular economy principles and reducing our carbon footprint. These concerted efforts underscore our holistic approach to waste management and sustainable practices within BEC Arabia operations.

Result

By implementing the aforementioned actions, we anticipate significant improvements in waste management for our projects.



Recycle content material procured in 2023:

Material type	RC%	Total RC per type
Steel	93	71.5%
Steel	93	
Concrete	30	30.5%
Concrete	30	
Aluminum	80	80%

Waste type (kg)	Waste stream (kg)				Recycled (%)
	Concrete	Steel	Wood	Other	
2023	1000	50	10	10	90%

A large, diagonal image on the left side of the page. It shows a hand holding a green pencil, drawing a green building with a grid-like structure on a white background. The building has a green roof and is surrounded by greenery. The pencil is positioned as if it has just finished drawing the building.

INTRODUCING OUR GREEN BUILDING PROJECTS

The green building projects we have undertaken for our valued clients showcase our expertise and commitment to delivering sustainable solutions in the construction industry. These projects incorporate the latest green building technologies and design principles to minimize environmental impact and promote energy efficiency. We are committed to promoting sustainable construction practices and believe that green building projects play a key role in achieving our sustainability goals.



SINDALAH ISLAND

Sindalah (Cluster 3, 4 & 6) – Client: NEOM

Nestled in the heart of NEOM, Sindalah is set to become the first luxury island and yacht club destination, offering a stunning gateway to the pristine waters of the Red Sea. Spanning over 840,000 square meters, this exclusive destination will feature a wide spectrum of activities and amenities, including a marina, a beach club, a sports club, and a golf club. Sindalah will also be home to several luxury hotels and resorts, including the first Marriott Autograph Collection Hotels property in Saudi Arabia.

These clusters are being developed to meet the stringent standards set by the U.S. Green Building Council's LEED Building Design and Construction (BD+C): New Construction v4.1. The goal is to achieve LEED Platinum Certification, which signifies the highest level of environmental performance and resource efficiency.



AMAALA STAFF VILLAGE

Client: Red Sea Global (RSG)

Spanning over 1.44 square kilometers, The AMAALA Staff Village is designed to accommodate nearly 20,000 employees working across the AMAALA and Triple Bay masterplans. The village will feature over 12,000 residential units, retail buildings, a mosque, civic buildings, and sports facilities. Anchored around a coastal lagoon, it encourages walkability and cycling, creating a central hub where employees can live, work, and unwind.

AMAALA Staff Village has been designed to accommodate AMAALA Employee. This project is being developed to meet the standards set by the Mostadam for Residential Buildings Design and Construction (D+C).



Tharbah Medical Centre - AlUla

Tharbah Medical Center is a state-of-the-art Primary Healthcare Facility providing the best quality care for the visitors and the community in Tharbah. This new facility will establish itself with the reputation of RCU and the MOH leading position in Healthcare and Therapeutic Institutes in Al-Ula. Backed with the extensive range of the MOH capabilities, the facility will offer 24 hours Emergency primary care and a full range of secondary out-patient care across all therapeutic areas and selected patients services including high-demand areas like Ophthalmology, Gynec, ENT, Dental and minor procedures.

The project is designed as per the highest sustainability standards and is going to achieve the LEED Gold certification.

A blue graphic element consisting of two slanted parallel lines, positioned to the left of the section header.

GREENHOUSE GAS (GHG) EMISSIONS

BEC Arabia continues its commitment to reducing GHG emissions by measuring and managing its carbon footprint and by investing in new technologies.

Based on the GRI Standards, we divide the emission data into Direct (Scope 1) Emissions, including petrol and diesel consumption from vehicles and machinery owned and leased by the company, and Indirect (Scope 2) emissions, including electricity consumption.



GREENHOUSE GAS (GHG) EMISSIONS

BEC Arabia CO LTD. - Mar 2023 to Mar 2024 GHG emissions report

Category		Emission source category		tCO2e
GHG Protocol Standard Corporate Scope - 1 and 2, Value Chain - Scope 3	Scope 1	Direct emissions arising from owned or controlled stationary sources that use fossil fuels and for mobile fugitive emissions.	Fuels	4,079.34
			Biomass	-
			Refrigerants	-
		Direct emissions from owned or controlled mobile sources.	Passenger vehicles	801.19
			Delivery vehicles	4,643.65
			Total Scope 1	
	Scope 2	Location-based emissions from the generation of purchased electricity, heat, steam or cooling	Electricity	25.60
			Heat and steam	-
			Electricity for bus	-
			District cooling	-
				-
			Total Scope 2	

Scope 3	Fuel- and energy-related activities	All other fuel- and energy related activities	-
		Transmission and distribution losses	0.78
		Waste water	24.33
	Waste generated in operations	Waste	4,373.33
		Water supplied	14.36
	Fuel- and energy-related activities	Material use	39,568.25
		All transportation by air	0.42
	Purchased goods	Emissions arising from hotel accommodation associated with business travel	-
		All transportation by sea	-
	Business travel	All transportation by land public transport, rented/leased vehicle and taxi	-
			-
	Employee commuting		10,457.25
	Food		8,005.33
	Home office		-
	Total Scope 3		65,473.33
	Total Emissions		79,883.41

05

PEOPLE & COMMUNITIES

1. Empowering People
2. Our People
3. Diversity & Inclusion
4. Health & Safety
5. Training & Development
6. Community Giving
7. CSR Initiatives





EMPOWERING PEOPLE

Building for A Better Tomorrow

People are at the heart of everything we do, from our employees and business partners to the communities we call home. By engaging with these communities, we can drive positive, measurable change that benefits both our operations and the places where we work. We aspire to be the leading firm for people management, motivate our people to leverage their strengths, and achieve their aspirations. We are dedicated to enhancing commercial skills and developing everyone's approach to client service and people leadership. We set high expectations, and we provide unwavering support every step of the way.

True to our purpose of building communities, we are driven by a deep commitment to give back and improve the quality of life in the places we serve. Our community initiatives focus on creating opportunities for education, supporting health and wellness, and fostering economic growth. Whether through charitable donations, employee volunteering programs, or partnerships with local organizations, we strive to make a lasting, meaningful impact.

SDG IMPACT





OUR PEOPLE

Our greatest asset is the partnership we have with our employees. BEC Arabia is focused on attracting, developing, and retaining extraordinary and diverse talent while fully developing each of our employee's capabilities. In our inclusive culture, we reward excellence and value diversity. We strive to attract top industry talent, create a fully-engaged workforce, and provide growth opportunities for our team members.

Compensation & Benefits



BEC Arabia's compensation programs are designed to attract, retain, and motivate employees by aligning their remuneration with the company's performance. These programs balance base pay with incentive compensation, offering competitive wages based on position, experience, and location. Pay equity analyses are regularly conducted to ensure fairness and external consulting firms provide industry benchmarking. Long-term executive compensation is tied to stock performance to align with shareholders' interests. Wage increases and incentives are merit-based, and all employees receive comprehensive benefits, including health insurance, leaves of absence, and retirement plans.

Learning & Development



Our people are the foundation of our success. Providing development opportunities for our employees supports our ability to attract and retain talent, and we encourage every employee to actively participate in their own career growth and development. BEC Arabia offers a wide variety of training opportunities to ensure our employees are supplementing on-the-job learning with classroom and online courses to promote performance and growth. Training topics range from soft skills to job-specific technical skills, and from formal instructor-led programs to self-guided online learning. Programs target specific employee populations including new employees, new engineers, managers, and leaders.

Equitable Representation



At BEC Arabia, we understand that our success hinges on the strength of our people, and we are committed to building an inclusive and diverse workforce that sets us apart in the industry. We aim to embed inclusive practices into all aspects of employee development and overall company strategy and continue to enhance the employee experience to ensure that everyone feels valued and respected.





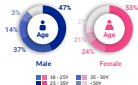
DIVERSITY AND INCLUSION

At BEC Arabia, we embrace individual differences and commit to fostering a culture that respects and empowers individuals from all backgrounds, ensuring they feel welcome and heard. Our focus is on supporting vulnerable groups and promoting cross-cultural understanding.

Equal Opportunities

We are dedicated to providing equal employment opportunities and ensuring that hiring, promotions, and career development are based on merit, skills, and performance.

2023 - 2024





DIVERSITY AND INCLUSION

Gender Equality

We prioritize gender diversity by ensuring fair representation of women in leadership roles, promoting work-life balance, and offering mentorship programs to support female talent.

2023 - 2024



Cultural Diversity

Our global operations reflect a multicultural workforce. We encourage intercultural dialogue and understanding to build an inclusive culture where diverse perspectives are valued.

Inclusive Leadership

Our leadership is committed to driving diversity and inclusion across all departments, implementing inclusive policies, and fostering a culture of belonging.

Accessibility and Support

We ensure that our work environment is accessible to all employees, including those with disabilities, and we provide resources and support for their success.



HEALTH & SAFETY

At BDC Arabia, we are committed to upholding the highest standards of worker welfare across all our projects in the Kingdom of Saudi Arabia. As a leading construction company operating in various environments, including remote areas and urban settings, we recognize the importance of ensuring the well-being, health, and safety of all our workers.

Policy Guidelines:

- Adhere to all local legislation and applicable international regulations and laws.
- Seamlessly integrate our Health & Safety Management System with other systems, ensuring alignment with BDC Arabia's engineered projects and assets throughout procurement, development, safe operations, maintenance, decommissioning, and rehabilitation.
- Identify and assess HSE risks and their impacts, establishing a robust system with effective controls to manage them.
- Implement all necessary measures to maintain optimal working conditions.
- Continuously monitor work-related activities to ensure the safety and well-being of our employees, contractors, and relevant third parties.
- Provide comprehensive information, training, instructions, and supervision, and promote education on health, safety, and environmental topics.
- Enforce a strict 'Zero Deviation' policy from established safety protocols.
- Mitigate the risks associated with hazardous substances in operational activities.
- Ensure the sustainable use of natural and available resources.
- Promote proper waste management and material reuse through standardized practices.
- Prevent pollution and minimize the environmental impact of our activities.
- Implement comprehensive emergency response and action plans to effectively manage any emergency situations.
- Enhance driving conditions, vehicle and equipment safety, and driver skills, while ensuring compliance with traffic regulations.
- Pursue the continual improvement of HSE performance through SMART (Specific, Measurable, Achievable, Relevant, Time-bound) objectives and targets.
- Regularly review and update our HSE policy to ensure its relevance and effectiveness.



HSE INTEGRATED MANAGEMENT SYSTEM

Given the scope of our operations and our dedication to core corporate values, Health, Safety, and Environmental (HSE) responsibility is a top priority at BEC Arabia. To ensure the highest standards of safety, we have implemented a comprehensive HSE Management System that aligns with international benchmarks, including ISO 45001 and ISO 14001, as well as national regulatory requirements. Our integrated system covers all employees and all company activities—each employee is responsible for following the policies, procedures, laws, rules, regulations, and other requirements applicable to their activities. We use multiple mechanisms to communicate competency and awareness of the provisions of its safety and health policies and procedures. These include description documents, e-learning modules, webinars, company internal publications, company meetings, and conference presentations.

Hazard Identification & Risk Assessment

BEC Arabia's Hazard Identification Risk Assessment and Determining Controls procedures proactively identify occupational safety or health hazards, assess and prioritize the risks associated with those hazards, and identify the controls necessary to eliminate or mitigate those hazards.

Employee Participation

BEC Arabia has implemented procedures to actively encourage employee participation and consultation in safety and health matters. Our Health, Safety, and Welfare Committees serve as collaborative platforms that foster open communication between management and employees. These committees ensure that health and safety policies, procedures, and best practices are effectively implemented across all levels. Employees are encouraged to share concerns, provide feedback, and contribute to the continuous improvement of safe work practices, promoting a positive and proactive safety culture throughout the organization.



HEALTH & SAFETY TRAINING

BEC Arabia places great importance on improving working conditions and taking proactive measures to mitigate accidents by aiming to keep workers well-informed about possible issues that may arise through training programs. We have implemented a robust, structured training framework to ensure all employees are well-equipped with the knowledge and skills necessary to uphold safety standards:

Internal Training Calendar:



Each project is supported by a dedicated internal training calendar, offering specific HSE programs tailored to the project's unique risks and demands.

Corporate-Level Training:



Our corporate office organizes safety leadership and compliance training, fostering a safety-first mindset among employees and management alike.

Daily Toolbox Talks (TBTs) and Pre-Job Briefings:



A continuous training program runs 365 days a year, ensuring that all employees are constantly refreshed on safe practices and procedures before beginning any task.

New Employee Induction:



All new employees undergo a comprehensive induction program to familiarize them with the company's safety expectations and procedures before they commence their duties.

HSE Training

Our health and safety training equips employees with essential skills to maintain a safe work environment, covering topics like hazard identification, risk assessment, emergency response, and fire safety. These regular sessions ensure compliance with industry

regulations while fostering a strong safety culture. The table below outlines the training programs completed by our Safety Team between 2023 and 2024.

Health and Safety Programs	Training Hours
First Aid	2400 Hours
Managing Safety	50 Hours
Managing Safety and OSHA Construction	25 Hours
OSHA Construction/ Train the Trainer	50 Hours
Working Safety and OSHA General Industry	25 Hours
Risk Assessment	7 Hours
Working Safety and OSHA General Industry	4 Hours





TRAINING & DEVELOPMENT

'We believe that investing in our employees' professional growth is key to our long-term success and sustainability. We are committed to providing opportunities for continuous learning and development, empowering our workforce to adapt to evolving industry trends, technologies, and sustainability challenges.'

Induction Training

Conducted by our HR Department to help new employees familiarize themselves with their new work environment, understand their roles and responsibilities, and feel welcomed and supported. May include various aspects such as: introductions to key personnel; organizational orientation; job-specific training; review of policies and procedures; and details on company values, goals, and expectations.

Third-Party Training

Conducted by external providers and vocational institutes and cover various skills and topics such as project management, contractors' work permit receiver program, and first aid.

In-House Training

Delivered by BEC Arabia certified experts, our internal training is designed to meet specific needs and enhance employee skills, performance, and engagement. The in-house training provided is tailored based on feedback, performance evaluations, or changing business requirements and may cover topics such as technical skills, professional development, leadership, and safety.





COMMUNITY GIVING

A Responsible Business For People & Planet

As a responsible business, our commitment extends beyond environmental impact; We operate with respect and care for local environments and communities. Central to our social responsibility is a steadfast commitment to integrity, fairness, and ethical conduct in all our actions. We actively engage with local communities, support their well-being, and establish meaningful partnerships with non-profit organizations.

BEC Arabia has established a Community Management System to strengthen its contributions to the Saudi Arabian community. Aligned with international best practices, the system enhances social performance, allows employees to manage community-related risks effectively, and promotes knowledge sharing, ensuring a consistent approach to developing and implementing community programs.

BEC Arabia's Community Policy has established a set of targets:

- Launch and develop effective initiatives and programs in social responsibility and sustainability that balance BEC Arabia's goals with societal aspirations.
- Develop and implement community awareness and educational programs in partnership with government and private sector, aligned with Saudi Vision 2030.
- Engage with all stakeholders in a fair, transparent, and inclusive manner.
- Apply global best practices in social responsibility and sustainability.
- Train and rehabilitate youth to integrate them properly into the labor market.
- Foster and promote a culture of volunteering among our employees and subsidiaries, encouraging participation in volunteer work to support national efforts in achieving key aspects of Saudi Vision 2030.

2023 CSR INITIATIVES

Blood Donation Drive

Over the past year, BEC Arabia hosted two blood donation drives in collaboration with Dallah Hospital. This regular initiative brought together employees from different departments and marked the company's commitment to Corporate Social Responsibility (CSR) principles.

Breast Cancer Awareness Workshop

In recognition of Breast Cancer Awareness Month, we hosted an educational workshop at our headquarters to empower and educate our female employees to lower their risk for breast cancer and provide vital information about breast cancer prevention and early detection.

Food Drive

BEC Arabia partnered with the Saudi Food Bank to distribute essential food supplies to needy families. This initiative was part of BEC Arabia's broader Corporate Social Responsibility (CSR) efforts, aimed at supporting local communities and fostering a spirit of generosity during the holy months.

Beach Cleanup

On World Environment Day 2024, BEC Arabia organized a beach cleanup activity, bringing together our team to make a tangible impact on our environment. This initiative was designed not only to clean our beautiful seaside but also to instill a sense of personal responsibility towards environmental conservation among our staff.

Sponsoring a Swimming Competition

BEC Arabia proudly sponsored a local swimming competition aimed at promoting health, fitness, and community engagement. This initiative not only provided a platform for young athletes to showcase their talents but also encouraged a healthy lifestyle among participants and spectators alike.





GRI CONTENT INDEX WITH REFERENCE

	BEC has reported the information cited in this GRI content index for the period from 1st April 2023 to 31st March 2024 with reference to the GRI Standards.
--	---

GRI 1:use	GRI 1: Foundation 2021		
GRI Standard / Disclosure	Disclosure Number	Disclosure Title	Page Number(s) / Location
GRI 1: Foundation 2021	-	-	-
GRI 2: General Disclosures 2021			
Organizational Details	2-1	Name of the organization	4
	2-2	Entities included in the organization's sustainability reporting	5
	2-3	Reporting period, frequency, and contact point	5
	2-4	Restatements of information	Not Applicable
	2-5	External assurance	5
GRI 3: Material Topics 2021			
Material Topics	3-1	Process to determine material topics	13
	3-2	List of material topics	13

	3-3	Management of material topics	13
Sector-Specific Disclosures (GRI Construction and Real Estate Sector Standards)			
Economic			
Economic Performance	201-1	Direct economic value generated and distributed	4
Market Presence	202-2	Proportion of senior management hired from the local community	40
Procurement Practices	204-1	Proportion of spending on local suppliers	14,41
Anti-corruption	205-1	Operations assessed for risks related to corruption	13,14
	205-2	Communication and training about anti-corruption policies and procedures	13,14
Environmental			
Materials	301-1	Materials used by weight or volume	24
Energy	302-1	Energy consumption within the organization	27,28
Water and Effluents	303-2	Interactions with water as a shared resource	30
	303-3	Management of water discharge-related impacts	30
	304-2	Water consumption	30
Biodiversity	305-1	Significant impacts of activities, products, and services on biodiversity	23,24



GRI CONTENT INDEX WITH REFERENCE

GRI Standard / Disclosure	Disclosure Number	Disclosure Title	Page Number(s) / Location
Emissions	305-1	Direct (Scope 1) GHG emissions	39
	305-2	Energy indirect (Scope 2) GHG emissions	39
Waste	306-1	Waste generation and significant waste-related impacts	32
	306-2	Management of significant waste-related impacts	32
	306-3	Waste generated	32
Social			
Employment	401-1	New employee hires and employee turnover	41
	401-2	Parental leave	41
Occupational Health and Safety	403-1	Occupational health and safety management system	38
	403-2	Hazard identification, risk assessment, and incident investigation	38
Occupational Health and Safety	403-3	Parental leave	41
	403-4	Occupational health and safety management system	38
	403-5	Hazard identification, risk assessment, and incident investigation	38

	403-3	Occupational health services	38
	403-4	Worker participation, consultation, and communication on occupational health and safety	38
	403-5	Worker training on occupational health and safety	38
	403-6	Promotion of worker health	38
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	38
	403-8	Work-related injuries	39
Training and Education	404-1	Average hours of training per year per employee	42
	405-1	Diversity of governance bodies and employees	40
Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	13

 becarabia.com

 BEC Arabia

 @BEC_Arabia

BEC استشارات
ARABIA