G4-15 External charters:

External charters to which the

Summary of the healthy cooking show activity:

Savola group committees:

The Savola Group Board has four sub-committees, with membership comprising Board Members, external independent experts and Savola senior executives. These committees have special charters, approved by the

G4-18 Process for defining materiality:

Savola understands that every aspect of business has a social dimension. CSR mee1 gs/T10 1 open ver /Span /Lang (ar-SA)/MCID 1928 BDC BT910 0 0 10 36.8504 737.4625 Tm2aspect

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The table below categorizes employees by employment contract:

2015	Afia	Panda	USC	HQ
Savola Employees				

Each of Savola’s operating companies has an H & S committee dedicated to the above-mentioned responsibilities and duties.

Employees constitute between %5 to %20 on average of the committees who represent the rest of the workforce in each operating company. Due to its nature of activities and the low risk of H & S concerns, the HQ does not have a health and safety committee.

In 2015, a total of 8 members

Operating Company	Training program name	Training program explanation
Afia	Management Trainee Program	A 12-18 month training program for fresh graduates, focusing on managerial and functional competencies, who will eventually join the organization's management
	Continuous Development Program	To ensure continued employability and hence updating managerial skills and qualifications. Usually considered an OJT or on-the-job training course.
	Succession planning development	A structured training and development program specifically for 'top performers' in management based on individual development plan (IDP).
USC	Management Trainee Program JAMAT for director level JAMAT for managerial level	These programs focus on building competencies for employees who
HQ	Management Trainee Program	For the employment and development of young graduates.
	E-learning portal	

Participation in and sponsorship of the recruitment fair held at King AbdulAziz University in Jeddah.

Responsibility in the marketplace

Our relationship with our customers is key and the Savola management is keen on establishing a sustainable one. This is built through communicating with our customers and consumers, listening to their feedback on our products and services, tackling their concerns and responding with actions to meet their needs. Eventually, we aim to create value for our customers by offering quality products and services and ensuring that all our OpCos

Initiatives to mitigate impacts of products and services:

Afia	Panda	USC	HQ
Company drew up agreement with PME for disposal of			

		Requirements	Link to section
Governance	G4-34	Governance structure of the organization, including committees of the highest governance body Identify any committees responsible for decision-making on economic, environmental and social impacts.	Page 14
Ethics and Integrity	G4-56	Organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	Page 27
Disclosures on management approach	G4-DMA	Disclosures on management approach	Page 14

CATEGORY: SOCIAL

SUB CATEGORY: SOCIETY