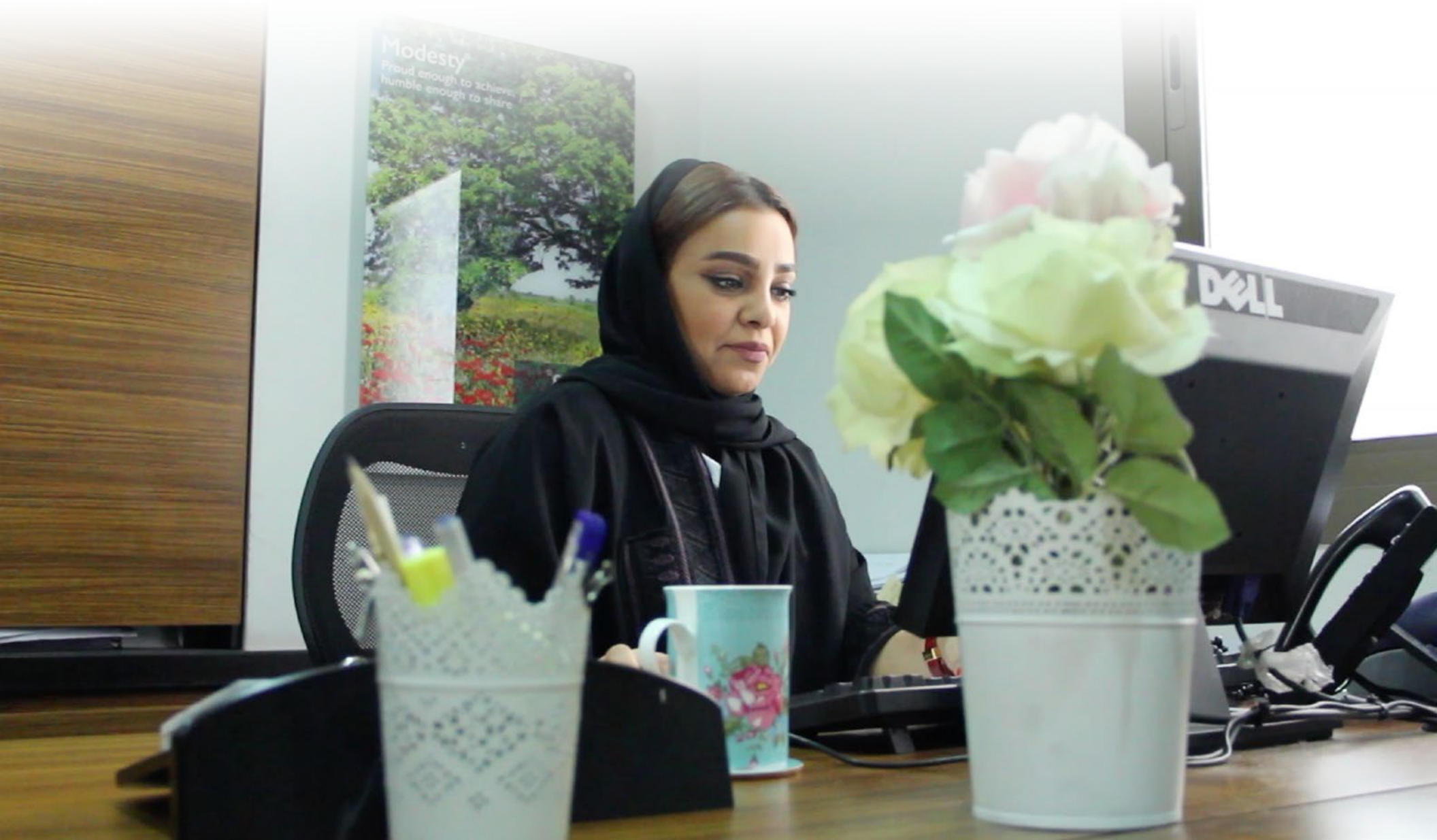




Supporting Employee Diversity & Inclusion



ناپكو الوطنية
napco national





Our Commitment to Diversity & Inclusion

is to provide quality employment and decent working conditions for people of all backgrounds.

Sustainability Context

In Saudi Arabia, Saudi Vision 2030 has propelled diversity, equal opportunity, and economic inclusion of women and persons with disabilities as a fundamental objective.¹ As employers, Napco National is actively working to increase social impact by employing and empowering women and persons with disabilities in the Middle East North Africa (MENA) region.

Although education levels of women in the region are improving and women outnumber men in university,² regional economies operate without the talents and abilities of half the population. The MENA region has the lowest female labor force participation at 22%, with

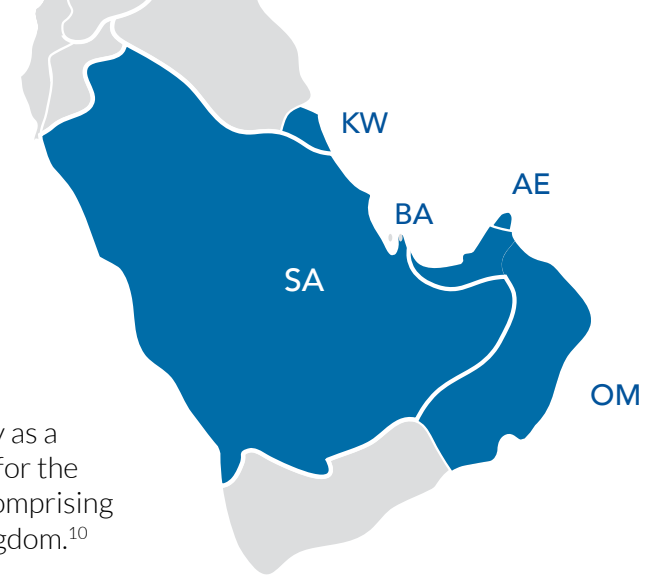


over four out of five working-age women not formally employed, substantially lower than the global average of 46%.³

Female participation in the labor force boosts economic growth and GDP and raises productivity wages, especially when women are offered equal opportunities and salaries.⁴⁻⁶

Napco National initiatives align with UN Sustainable Development Goal SDG5 Gender Equality⁷, SDG8 Decent Work and Economic Growth⁸ and SDG10 Reduced Inequalities⁹.





Outcomes

Strengthening the Role of Women in the Workforce

Impact

Diversity in Saudi Arabia & Gulf

Napco National employs 110+ women in the Gulf

Training & Development

35% of female employees in Napco National in Saudi Arabia received training

Saudi Vision 2030 has set equal opportunity as a key target, identifying women as important for the development of society and economy and comprising over 50% of university graduates in the Kingdom.¹⁰

Operating in a male-dominated industrial manufacturing industry, Napco National employs over 110 women in the MENA region, including 100 women in Saudi Arabia. In addition to employment, Napco National offered learning and development opportunities to over 35% of women employees in Saudi Arabia in 2017.

Providing inclusive and good working conditions for women works towards UN SDG5 (Target 5.5) to ensure women’s effective participation in economic life, SDG8 (Target 8.5) to achieve productive employment and decent work for women, and SDG10 (Target 10.2) to promote the economic inclusion of women.

Employment of Persons with Disabilities

Impact

Employed over 90 persons with disabilities in Saudi Arabia (96% male, 4% female)

Napco National in Saudi Arabia is working to reach national quota for employment of people with disabilities. As part of this initiative, offices and plants are providing access areas, safe passageways and signs, customized restrooms, and reserved parking spaces.

Facilitating the employment and economic inclusion of persons with disabilities aligns with UN SDG8 Decent Work and Economic Growth (Target 8.5) and SDG10 Reduced Inequalities (Target 10.2) to achieve full, productive and decent work, as well as promote the social and economic inclusion of all.



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<https://sustainabledevelopment.un.org/sdg10>
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