



DELIVERING SUSTAINABLE VALUE

ACWA Power Sustainability Report 2018



بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ



**King Salman
bin Abdulaziz Al-Saud**
The Custodian of the
Two Holy Mosques



**Prince Mohammed bin Salman
bin Abdulaziz Al-Saud**
Crown Prince, Vice President
of the Council of Ministers
and Minister of Defense

OUR PURPOSE

As we continue to grow in our home market and abroad, we are doubling down on our “think global and act local” approach by embodying good governance, generating long-term value in the communities in which we operate, investing in education, and taking action for climate leadership.

In 2018, the Group, ACWA Power and our project companies, made substantive progress towards formalising our sustainability commitment, informed by the material sustainability issues facing our company and the local needs of the communities we serve. In the year ahead, we plan to implement a Group-wide sustainability governance framework, guided by our Board and management team, to hold ourselves accountable to this commitment and ensure that our strategy creates positive, sustainable impact for generations to come.

OUR MISSION:

Reliably delivering electricity and desalinated water at low cost.

OUR VISION:

To ensure the ingenuity and entrepreneurship of the private sector and make available electricity and desalinated water in a reliable manner to support social development and economic growth of nations.

OUR VALUES:

SAFETY

We put safety first! We are committed to protecting the wellbeing of our employees, partners, plants and the communities in which we operate. We find sustainable solutions for our business to protect the environment for generations to come.

PEOPLE

We treat our employees and partners with respect and professionalism, fostering a working environment where people can contribute, innovate and excel. We work together in collaborative and inclusive teams, showing support for each other to achieve client, personal and company goals. We embrace integrity and transparency by practising the highest professional and ethical standards towards our clients, communities and one another.

PERFORMANCE

We are committed to excellence in our business and operations. We set and achieve ambitious goals by constantly raising the bar of our performance. We hold ourselves accountable for taking ownership to achieve superior results. We are bold, passionately taking on challenges with speed and agility, quickly adapting to our environment in the relentless pursuit of growth and great results.



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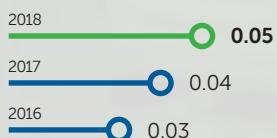
ABOUT THIS REPORT

Referencing specific Global Reporting Initiative (GRI) standards, this report is a summary of ACWA Power’s sustainability activities and performance from 1 January to 31 December 2018 and an overview of the Company’s approach to responsible environmental management, community wellbeing, and corporate governance.

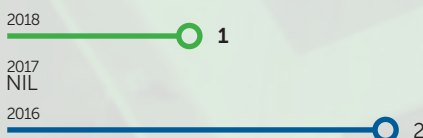
IN 2018, ACWA POWER MADE SUBSTANTIAL SUSTAINABILITY PROGRESS, CONTRIBUTING TO OUR CORE VALUES OF SAFETY, PEOPLE, AND PERFORMANCE.

SAFETY

LTI Rate for Operational Assets and Assets Under Construction



Incidences of Environmental Non-Compliance



Recordable Incident Rate for Operational Assets and Assets Under Construction

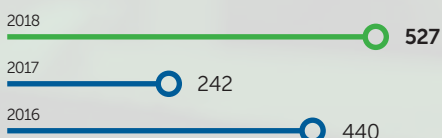


PEOPLE

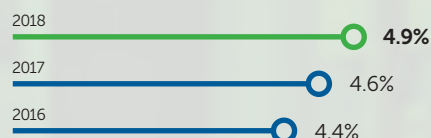
Percentage of Women at Manager or Director Level



Number of New Employees

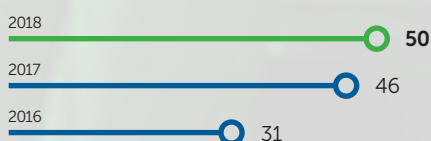


Percentage of Female Employees

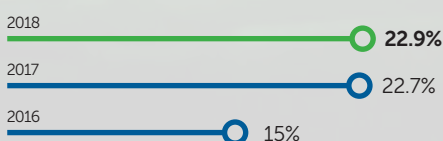


PERFORMANCE

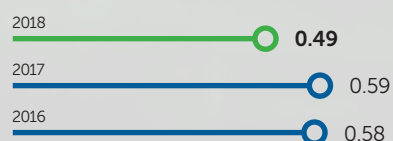
Total Number of Assets



Renewable Energy Portfolio Proportion by Project Cost



CO₂ Intensity of Operations (kg/kwh)



Instances of Environmental Non-Compliance in 2018

1

Health & Safety KPIs Achieved in 2018

100%

Operations Assessed for Health and Safety Impacts

100%

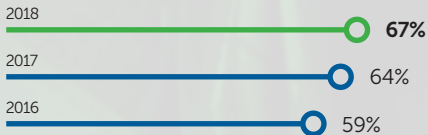
Improvement of Audit Performance at Operational Projects Since 2017

4%

Improvement of Audit Performance at Construction Projects Since 2017

22%

Percentage of Local National Employment



Employees Who Are Local Nationals in 2018

67%

Employees Receiving Regular Performance Appraisals in 2018

70%

Project company EMOs Participated in the EMO Programme in 2018

26

Projects Staffed by 100% Local Nationals in 2018

12

Reduction in GHG Emissions Intensity Since 2017

17%

Increase in Gross Generation Since 2017

19%

Increase in Net Electricity Export Since 2017

20%

Generated by ACWA Power from W+ Partnership in 2018

21,107 SAR

Decrease in Water Discharge by Gross Generation (m³/MWh) Since 2017

14.95%

With operations across 11 countries, we have prioritised sustainability at the Group level, while remaining agile and responsive to best address the needs of our communities. We strive for leadership by embodying good sustainability governance, implementing CSR initiatives that facilitate practical education and community development, and investing in transformative technologies to support climate action.

We also continue to align our sustainability and operational priorities to the needs and goals of our home market, which include diversifying the economy, increasing renewable energy capacity, modernising and expanding local infrastructure, developing the local workforce, and elevating the Kingdom of Saudi Arabia's position in global markets. Our recent investments in Saudi Arabia position us to be strong drivers of Vision 2030 objectives.

GENERATING LONG-TERM COMMUNITY VALUE

As integrated, long-term members of the regions in which we operate, we are committed to the wellbeing and satisfaction of our customers, employees, suppliers, and broader communities, for generations.

In 2018, as we brought more plants online, added new markets and increased our workforce, we proactively launched and enhanced HSSE standards and compliance policies to drive continuous improvements in safety and health. These include enhancements to the Global Best Practices Sharing Programme and our Zero Harm programme. While our Lost Time Incident (LTI) rate remains below our internal target for the fifth year in a row, as well as being below the maximums set by international guidelines, it is with sorrow that we acknowledge the loss of three of our colleagues last year, in the UAE and Oman. Mr. Bi, Mr. Hu, and Mr. AmitKumar were employed by subcontractors working for our EPC contractor, yet they were still very much a part of the ACWA Power family and will remain in our hearts and minds. In 2019 and beyond, we will continue to examine and enhance our employee health and safety policies, standards, and training to provide the best possible protection for our growing international workforce.

AGILE AND RESPONSIVE

EMBODYING GOOD GOVERNANCE

In light of successfully bringing nine plants online in 2018 and reaching 164.2 Bn SAR in combined gross investment value of power and water projects, we recognised a growing need to formalise our sustainability governance framework and to elevate our environmental and social commitments, and have set the wheels in motion for robust strategy development in 2019.

In 2018, in alignment with leading sustainability frameworks, we organised and carried out initiatives at the country and project company levels to support the wellbeing of the communities in which we operate; we invested in our people through the FIT Leadership Programme and new HSSE standards; and we took greater steps towards advancing climate action through our partnerships and leading-practice technologies.

INVESTING IN LONG-TERM VALUE

7

renewable projects came online in 2018

5

out of the 9 bids won in 2018 were for renewable projects

The professional and personal development of our employees is an investment in ACWA Power's success. In 2018, we completed "Wave 1" of our three-year, phased programme "Future Is Together" (FIT), designed to enhance overall organisational health and work environment including better management of our human capital and support of personal and professional growth of our people. As part of our ongoing measurement of employee satisfaction and the FIT programme's impact on productivity, creativity, and leadership, we conducted surveys, workshops, and other activities designed to benchmark performance and success.

We continued to invest in community infrastructure where we operate, to improve access to needed resources, services, and opportunities, such as roads and transportation to schools, community cooperatives, and healthcare centres. In Jordan, ACWA Power supported the expansion of the King Hussein Cancer Centre, sponsoring a patient suite to provide healthcare and renewed hope to thousands of cancer patients. By providing access to education, health services, and opportunities for livelihood enhancement through our CSR infrastructure projects, we improve quality of life across generations.

INVESTING IN EDUCATION

One of our core sustainability focus areas is the provision of practical education, suited to our local operations and workforces. We provide technical training in the communities where we operate which supports local economic growth and provides ACWA Power with a sustained skilled workforce. In Jordan, for example, we invest in King's Academy,

a school where we built a photovoltaic (PV) solar plant to expose young students to clean energy elevating their environmental conscience thus breeding generations of responsible future leaders adept and aware of the impact of their decisions on climate.

Within our Company, the FIT Leadership Programme, which began in 2018, offers professional development training for middle management candidates, creating a pipeline of future leaders for our business and availing opportunities for localisation of key skills in local markets. Similarly, our EMO Programme, dedicated to the CEOs of our project companies, was launched in October 2018, teaching commercial concepts and skills such as cost savings and business opportunities, in order to improve the long-term commercial sustainability of our projects.

MOVING TOWARDS CLIMATE LEADERSHIP

We are committed to innovating solutions that support climate action, including improving energy efficiencies, investing in renewables, and increasing access to potable water. Our efforts to achieve and leverage technical innovations are in line with our business model, and support sustainable operating environments.

We have become a leader in the renewables market, having made great strides in diversifying our assets and increasing market access to solar, wind, and other renewables. For example, in 2018 we brought seven PV, CSP, and wind plants online and won five renewable energy bids. Leveraging reverse-osmosis technologies, we have also reduced the carbon footprint of our portfolio of water-desalination plants, at a time when demand is increasing in our region.

Furthermore, ACWA Power's leadership in this area has created new and expanded opportunities for impactful partnerships. We are currently engaging with a range of organisations to drive climate action, including the International Emissions Trading Association (IETA), the Green Climate Fund, and Women Organising for Change in Agriculture and Natural Resource Management (WOCAN). Originally launched in 2017, our partnership with WOCAN, the creator of W+, a tool for quantifying and compensating women in developing economies for their contributions to climate change mitigation, has expanded to include ECOHZ and generated enough revenue to invest 100% in the development of local women's initiatives in the Ouarzazate, Morocco communities.

LOOKING FORWARD

In the year ahead, we will continue to advance our sustainability governance, our community initiatives, our local workforce development, and our climate innovations to impact lives for generations to come. Our significant accomplishments to-date are a strong testament to deliver upon this commitment, and to continue to create sustainable long-term value for all of our stakeholders.



Paddy Padmanathan
President and CEO



Thamer Al Sharhan
Managing Director



4.13 Bn SAR

value of new power and water projects secured in one new country

SUSTAINABILITY PRIORITIES

GLOBAL FRAMEWORK ALIGNMENT

To strengthen the long-term value of our environmental, social and governance programmes and initiatives, we align our actions with relevant leading sustainability guidance and disclosure frameworks.

AA1000 ACCOUNTABILITY PRINCIPLES (AA1000 AP, 2018):

We are participating in AccountAbility's AA1000 AP Pilot Programme to integrate the four Principles – Inclusivity, Materiality, Responsiveness, and Impact – into our strategy, governance framework and programme development process.

SUSTAINABILITY ASSURANCE STANDARDS BOARD (SASB):

We have continued to incorporate the industry ESG trends and uncertainties identified by SASB for the electric and water sectors into our identification and prioritisation of non-financial ESG issues.

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURE (TCFD):

We initially assessed and disclosed our climate-related risks and opportunities in line with TCFD in 2017. In 2018, we reviewed our material ESG issues with a greater focus on TCFD, in order to inform the formalisation of our sustainability governance framework and long-term reporting strategy.

UN SUSTAINABLE DEVELOPMENT GOALS (UN SDGs):

With our work, we champion progress towards the UN SDGs and continue to support our host nations' advancement on the global goals and, ultimately, their national contributions to the Paris Agreement. Our continued support for the UN SDGs is aligned with our business priorities and objectives.

OUR CONTRIBUTION TO THE UN SUSTAINABLE DEVELOPMENT GOALS

ACWA Power has aligned its sustainability efforts to the following UN SDGs.



MATERIALITY ASSESSMENT

Following a comprehensive review of our non-financial material issues in 2017, we have continued our work with AccountAbility, a global consulting and standards firm, in 2018, to complete an independent update of the issues most relevant to our stakeholders and our business.

This most recent materiality assessment was guided by the GRI Reporting Principles of Stakeholder Inclusiveness and the AA1000 AccountAbility Principles, and included topics of relevance to SASB’s electric and water utilities sectors, TCFD, Vision 2030, and the UN Sustainable Development Goals.

The matrix below indicates the level of non-financial materiality with regards to each issue’s importance to our stakeholders and impact to our business.

Non-Financial Material Issues

Availability, Reliability and System Efficiency	1	Occupational Health and Safety	12
Energy	2	Indirect Economic Impacts	13
Plant Economics	3	Effluents, Waste and Hazardous Materials	14
Climate Risk and Climate Action	4	Supplier Environmental Assessment	15
Local Communities	5	Environmental Compliance	16
Water	6	Training and Job Creation	17
Research and Development	7	Regulatory Compliance	18
Emissions and Air Quality	8	Indigenous Rights	19
Biodiversity	9	Diversity and Equal Opportunity	20
Security Practices and Human Rights	10	Anti-Corruption and Anti-Competitive Behaviour	21
Procurement Practices	11	Emergency Planning and Response	22



GOOD GOVERNANCE IN ACTION

Our sustainability priorities and actions are guided by our management team, and are informed by the needs and opportunities of our local communities.

This structure allows us to prioritise sustainability as a Group-wide imperative, while maintaining the flexibility to invest in targeted local programmes and share learnings from community initiatives across our portfolio.

In 2018, we bolstered our corporate governance through new and improved policies, and protocols. We launched new leading practice HSSE standards, policies, and programmes across our operations, and extended existing practices to include contractor HSSE management procedures. We also continued to invest in our people with the release of our five-pillar Human Capital Strategy (see page 11), which included two professional development programmes, designed to grow leadership within the Company.

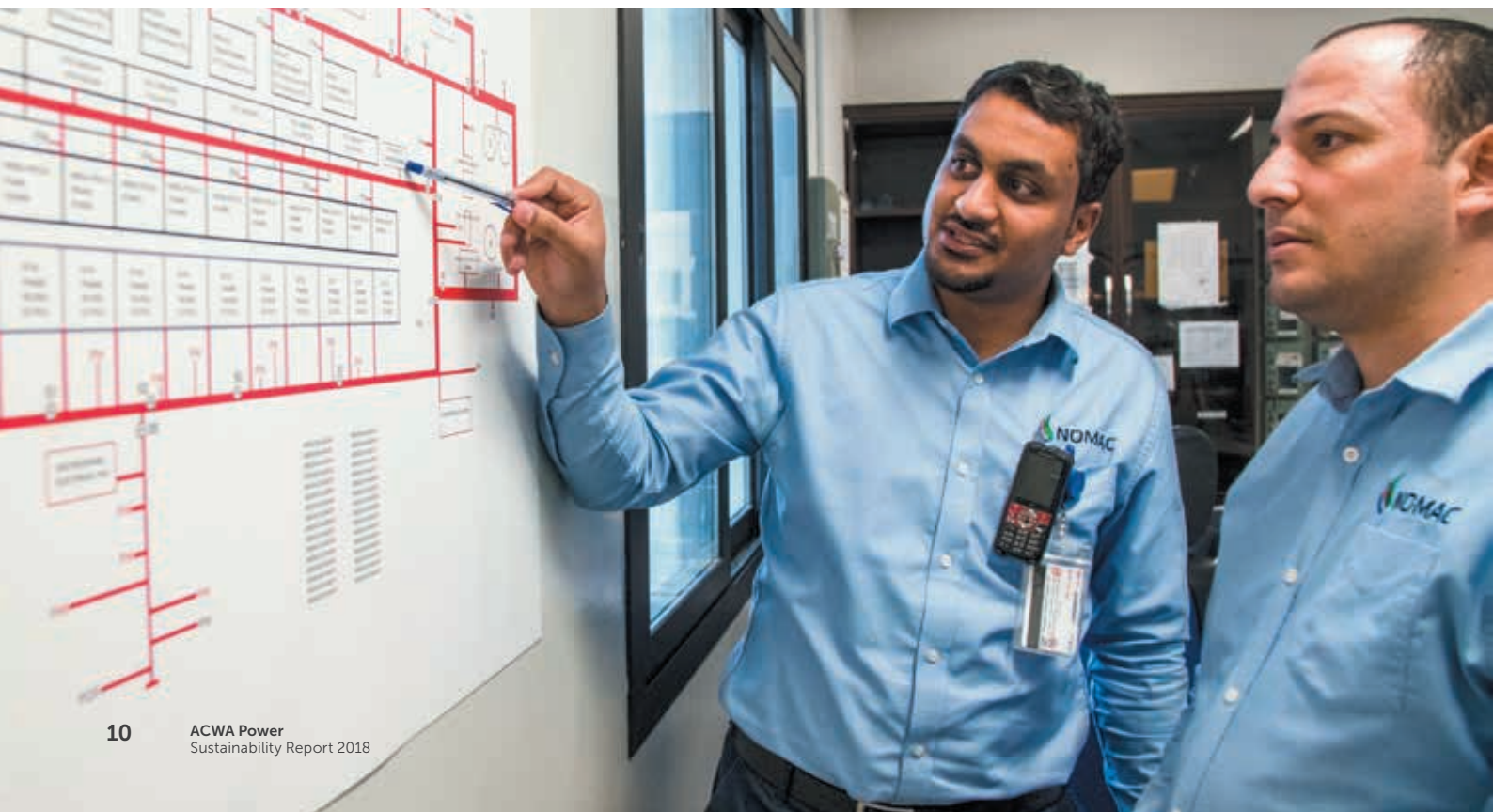
HEALTH AND SAFETY

A key part of our governance mechanisms is our HSSE policy and programme which protects human health and safety and the natural environment, while contributing to global water and energy solutions. Our corporate governance practices align with local and international leading frameworks and set minimum standards to proactively manage hazard and safety risks. Our practices require that our operations and those of our suppliers comply with the most rigorous global practices, often surpassing those of local legislation and The International Finance Corporation's (IFC) Environmental and Social Performance Standards (ESPS). In 2018, we introduced a refined HSSE policy with newly developed metrics, KPIs and targets – such as zero instances

of environmental non-compliance – to better track our progress and performance. HSSE is a priority for us across all stages in a project lifecycle and compliance is ensured via bi-annual audits.

SUPPLY CHAIN MANAGEMENT

Beyond our direct operations, we ensure that our own leading practices and compliance systems are maintained by our suppliers and contractors. We outline our HSSE requirements prior to project development, implement contractual obligations, conduct due diligence assessments, complete regular audits, and proactively engage with project managers. In line with these practices, we launched our new Contractor Management Standard, designed to provide guidance to contractors to support HSSE performance improvement, in 2018.





26

project company CEOs participated in the EMO Development Programme

INVESTMENTS IN OUR PEOPLE

In 2018, we developed a holistic Human Capital Strategy with the goal of better supporting and developing our employees for long-term success. ACWA Power's Human Capital Strategy is comprised of five pillars:

1. Business Partnering
2. Global Resourcing
3. Learning and Talent
4. Service Delivery
5. Automation/Digitalisation

In alignment with our Human Capital Strategy, we executed two flagship programmes in 2018: the Future is Together (FIT) Leadership Programme and the EMO Development Programme.

- FIT was initially launched in 2017 as a robust three-year initiative to invest in our employees and strengthen our enterprise. In 2018, the first "Wave" of the FIT Programme was completed, with significant investment in the FIT Leadership Programme, which is designed to foster the professional growth of mid-level managers. For more information see page 13.

- The EMO Development Programme offers project company Executive Managing Officers business skills training with the intent of improving the long-term management of our plants and supporting the professional growth of our project company leadership. In the first year of the programme 26 EMOs participated. In 2019 we expect to offer training about ACWA Power's Board of Directors, Human Capital, HSSE, and leadership to every ACWA Power project company EMO.

DESIGNING A SUSTAINABLE FUTURE

We consider sustainability governance to be fundamental to ACWA Power's growth and leadership. Strong sustainability governance ensures effective management of

environmental and social risks and supports the continued creation of long-term impact for our stakeholders and our communities. With our executive-level commitment to sustainability and CSR at ACWA Power,

we will continue to evaluate and improve our governance structure, actions, and initiatives to derive even greater value for our Company and for our stakeholders.



FIT

In 2018, we entered the second wave of a Company-wide organisational performance improvement programme, under the title of Future Is Together (FIT). The three-year initiative, designed to support our employees and strengthen our enterprise, has three main objectives:

- Greater institutionalisation of efficiency and productivity processes and procedures;
- Increasingly effective leadership and collaborative culture; and
- A more structured performance management system and a formalised talent development framework.

The implementation of FIT Wave 1, and its 11 initiatives, was completed in August 2018. Wave 1 captured quick wins that laid the foundation for investment in the development of our people and for strengthening our business.

During Wave 1, we also launched our first ever Leadership Development Programme, designed to foster the professional growth of ACWA Power's mid-level managers.

In November 2018, Wave 2 of the FIT programme, "Pushing for Impact", was launched. With expected completion in 2019, Wave 2 is designed for deep institutionalisation – to embed our Human Capital Strategy into our organisation and unify our company culture.

Specifically, Wave 2 aims to:

- Build greater capacity across the organisation by improving knowledge management;
- Clarify employee roles, improve the delegation of authority, and map career paths for senior leadership; and
- Enable greater learning and mentorship by improving collaboration and implementing learning tools.

In 2018, 12 employees participated in the Leadership Development Programme, two of whom were promoted to Director level after completing the Programme.



CSR SPOTLIGHTS





OUR APPROACH

As the majority owner and operator of 50 assets across 11 countries, with lifecycles typically in the range of 25-30 years, we impact local communities for generations. It is therefore our responsibility to invest in transformative Corporate Social Responsibility (CSR) programmes that offer lasting local value for current and future generations.

To best address local needs through CSR programmes, we understand that community engagement, perspective and understanding must be incorporated and prioritised through all stages of our work.

This approach enables us to more effectively respond to the most critical issues facing our communities with relevant and impactful programmes.

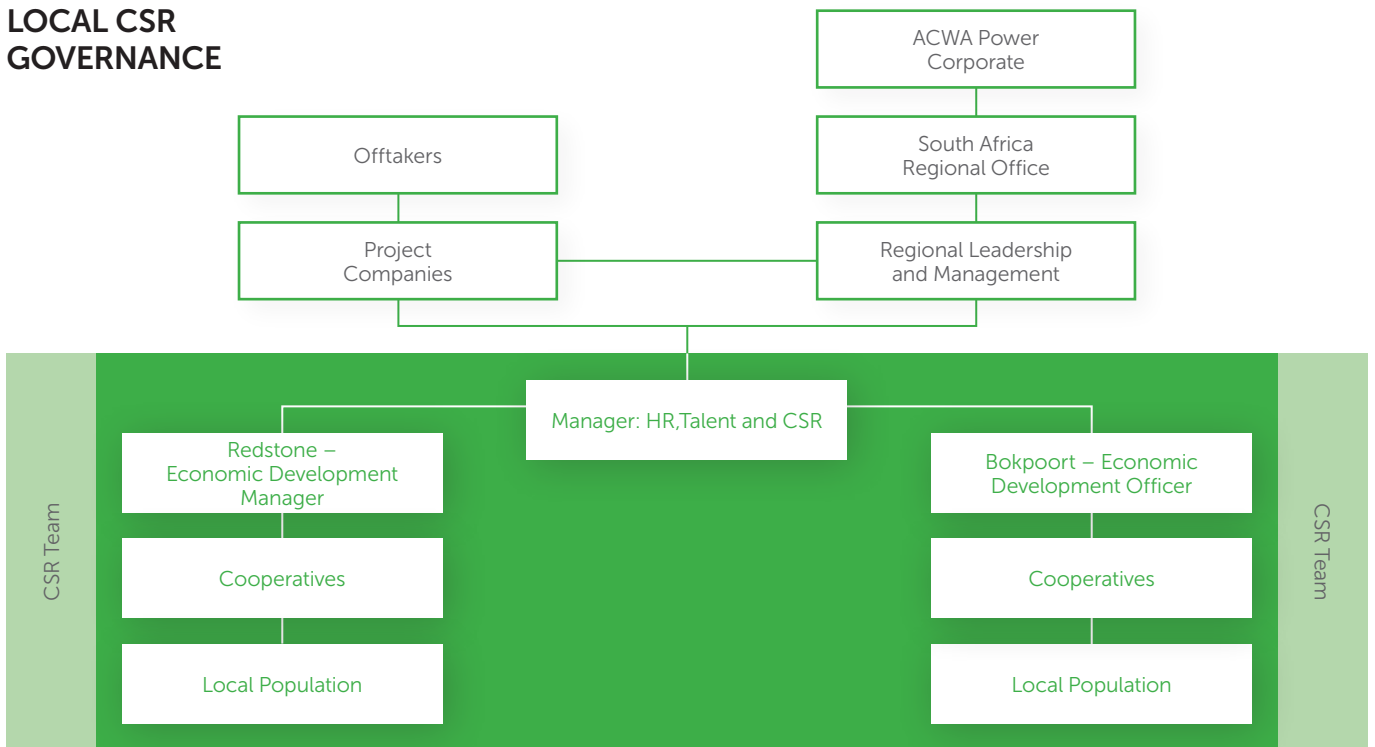
In the following Market Spotlights, we highlight some of our leading CSR practices from two of our important markets – South Africa and Morocco.



SOUTH AFRICA

Located in the Kalahari Desert, outside of Upington, South Africa, the communities of Bokpoort are some of the most remote localities in the world. Most of the homes and families have little or no access to water or electricity, the unemployment rate can reach over 75% and opportunities are limited for younger generations.

LOCAL CSR GOVERNANCE



Donald Muller
 EDO and Local CSR Champion
 From Gblershoop Community of Bokpoort, South Africa,
 5 years with ACWA Power

When we began construction on our 50 MW Bokpoort CSP plant in 2015, we became a part of the Bokpoort community. As an owner and operator of the 20-year project, we believe it is our responsibility to leverage our business strengths and CSR approach to address the many needs of our neighbours.

We invest in the development of necessary infrastructure to improve accessibility, connectivity, and opportunity for the residents of Bokpoort, and we consider the health and wellbeing of the Bokpoort community a vital component of our local CSR strategy. We have introduced a number of education, and training and development programmes to build the capacity of the local youth and workforce, and we staff at least 40% of the Bokpoort plant with local labourers.

INFRASTRUCTURE

In 2018, we installed a 150–700 litre/minute (9.8 kW) (type) pump to provide clean, accessible water for over 200 homes from Bokpoort’s single water source, the Orange River.

Over 50% of the 200 households are now cultivating gardens to provide affordable and nutritious food for their families.

The rate of school attendance has risen, especially amongst female children, who had historically been limited by their daily routine of walking over 5 km to collect water for their families – a task no longer required.

Full-time jobs were created for local community members, who receive training to monitor and maintain the pump infrastructure, and conduct daily inspections, ongoing maintenance, and weekly reports.

Over 50% of the 200 households are now cultivating gardens to provide affordable and nutritious food for their families.



EDUCATION

We launched our Bokpoort Learnership and Apprenticeship Programmes to train and certify promising young talent in technical and mechanical skills through sponsored university courses and hands-on training at the Bokpoort plant.

In 2018, the first two of the 13 young men accepted into the inaugural three-year Apprenticeship Programme received full electrical and mechanical accreditations, and are now certified to be operators in any electrical generation plant.

Six of the 11 members of the two-year Learnership Programme were offered full-time employment at the Bokpoort plant in 2018. The other five members of this Programme are working towards completing their education, with the goal of receiving their degrees in 2019.

Six of the 11 members of the two-year Learnership Programme were offered full-time employment at the Bokpoort plant in 2018.



HEALTH AND WELLNESS

We maintain a strong partnership with Lovelife, a national NGO that focuses on youth development and HIV prevention, to improve access to primary healthcare, guide youths, and deter substance abuse in the Bokpoort communities. In the autumn of 2018, ACWA Power completed construction of the Lovelife Youth Centre.

The Centre features Wi-Fi access, a computer lab, recreational fields, and a dedicated clinic, and hosts after school computer skills building classes, mentorship programmes, free community health days, workshops for teens and parents, and more.

In addition to building the Centre, ACWA Power supported the hiring of a dedicated doctor to staff the Lovelife Centre clinic. The doctor will focus specifically on the health and wellness needs of youths in the Bokpoort communities.

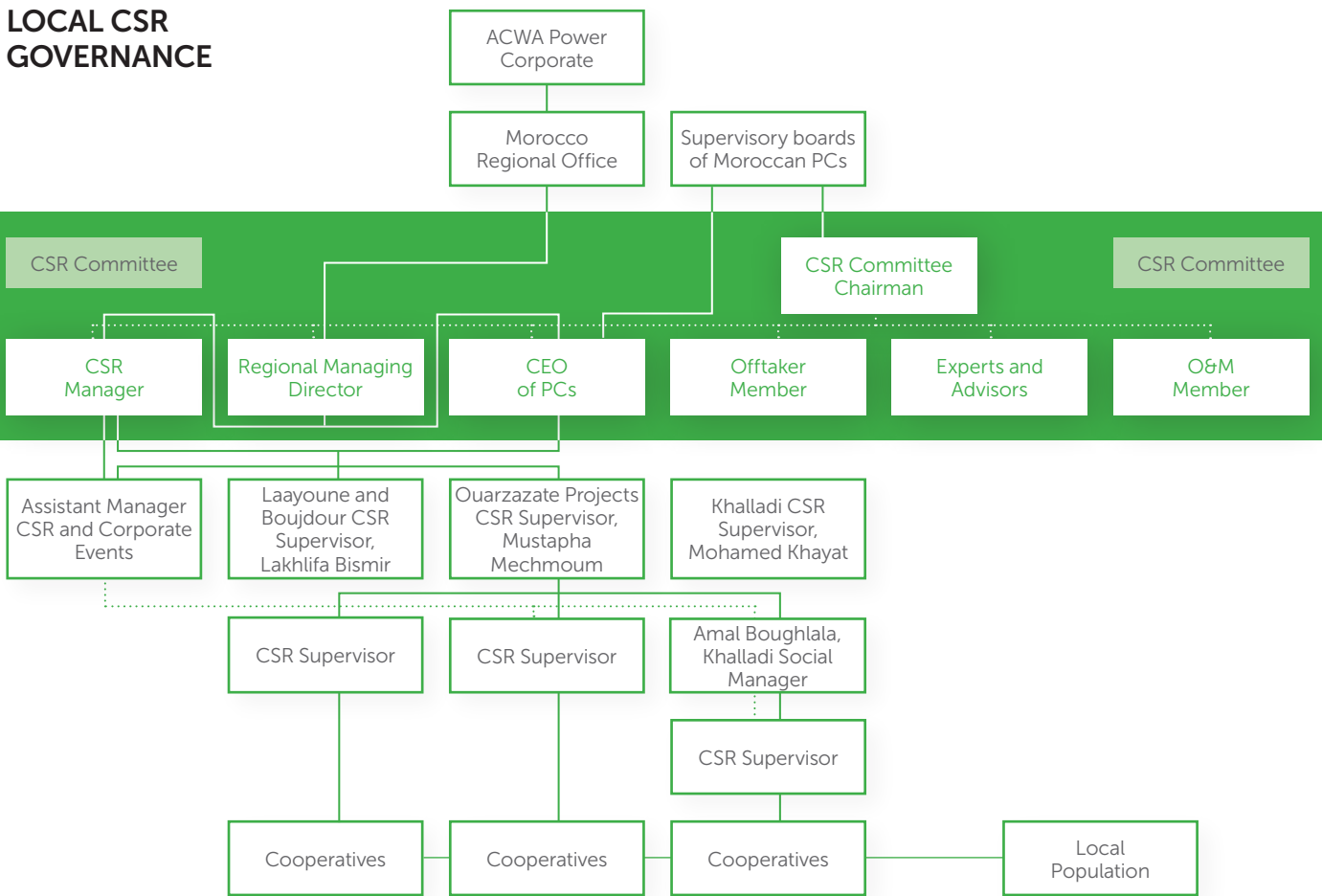
ACWA Power supported the hiring of a dedicated doctor to staff the Lovelife Centre clinic.



MOROCCO

Our footprint in Morocco spans from the Khalladi wind farm, in the rugged Rif Mountains at the peak of Jbel Sendouq, to the NOORo CSP and solar PV plants in Ouarzazate, known as the “Gateway to the Sahara”. Although terrain and climates differ, both communities have historically suffered from few socioeconomic opportunities and increasingly limited access to water, education, and healthcare.

LOCAL CSR GOVERNANCE



Inane Bouachik
 CSR Manager and Regional CSR Champion
 From Rabat, Morocco, 5 years and 7 months with ACWA Power



Abdelmajid Benjelloun
 Assistant CSR Manager and Regional CSR Champion
 From Rabat, Morocco, 3 years and 2 months with ACWA Power

As a longstanding member of both the Khalladi and Ouarzazate communities, we are committed to working with local leadership to improve access, build capacity, and add lasting value through tailored CSR programmes that are driven by local needs.

In both Khalladi and Ouarzazate, we build the capacity of local cooperatives, which represent the socioeconomic interests of the wider community, and fund the initial infrastructure required to launch selected high-impact programmes.

INFRASTRUCTURE

We work with local communities in Ouarzazate to build agricultural infrastructure and capacity for the long term, including rehabilitation of almond and palm trees, installation of crushing and packaging equipment, and training local cooperative members in leading agricultural practices.

Since 2016, we have been working with both the Almond and Palm Tree Cooperatives to rehabilitate over 111,000 almond trees and over 21,000 palm trees, and to distribute more than 9,500 new almond trees and more than 4,200 new palm trees, in total benefiting over 1,000 households in the Ouarzazate community and creating over 150 new agricultural jobs in the region.

In 2018, in collaboration with the Ouarzazate regional agricultural office, we supported the installation of an almond crushing and packaging unit and organised classes to train cooperative members in equipment use, sales techniques, and business management.

The crushed and packaged almond trade is expected to generate over 16,875 SAR per month for more than 470 households who are members of the Almond Cooperative.



EDUCATION

Since 2015, we have partnered with the local associations in the village of Ghassate, 42 km from central Ouarzazate, to offer programmes to children, designed to build their capacity to pursue future opportunities through events, activities, and exposure to new places.

In 2018, more than 600 children benefited from educational and extra-curricular activities, which include after-school intermural sports and specialised trade classes, in-school Olympic weeks, competitive travelling sports teams, summer camps, field trips, and a bicycle-sharing programme to help children get to and from school.

Community educators and parents have observed increased attendance rates in schools and lower drop-out rates, higher participation rates in class discussions, improved student confidence and higher social awareness, an increased number of girls participating in sports teams, and positive habits displayed at home.

In 2018, more than 600 children benefited from educational and extra-curricular activities.



HEALTH AND WELLNESS

In 2018, we continued to invest in our landmark healthcare project in Morocco, the mobile medical centre in Ghassate.

The mobile medical centre caravan project, a partnership effort with the Moroccan Agency for Sustainable Energy (MASEN) and the Action Urgence Association, saved over 475,560 SAR in annual medical costs, and reached over 8,000 community members by the end of 2018.

The mobile medical centre caravan project saved over 475,560 SAR in medical costs in 2018.



GENERATING LONG-TERM VALUE



CARING FOR OUR EMPLOYEES AND ENHANCING COMMUNITIES

Through dedicated programmes and demonstrated commitments, we generate long-term value for our employees around the world and in the local communities in which we operate.

Our employees are at the heart of our success. We therefore promote a diverse and inclusive workplace, offer competitive employee benefits, and assess our employees' satisfaction. Additionally, in an industry with inherent risks, our top priority is employee safety, and we have developed robust HSSE policies and practices accordingly.

It is also our priority, as a member of the communities where we operate, to ensure that our impact on those communities is positive and that we are creating shared value. We do this first and foremost by reliably and affordably delivering basic necessities – power and water. By implementing and funding initiatives tailored to local needs, we actively invest in community infrastructure and wellbeing for generations to come.

ASSOCIATED UN SUSTAINABLE DEVELOPMENT GOALS



HEALTH, SAFETY, SECURITY AND ENVIRONMENT

Due to the risks associated with electricity generation and water desalination operations, safety is our top priority. We demonstrate our commitment to safety through our HSSE governance and policies, and our labour and asset management practices.

HSSE GOVERNANCE

In 2018, as part of our commitment to continuously improve our Health, Safety, Security and Environment (HSSE) practices, we introduced a refined HSSE policy.

The refined policy aligns with national and international leading HSSE frameworks, and includes new metrics and KPIs to better monitor our progress and performance. Our HSSE policy requires all ACWA Power Projects to comply with the local legislation and/or the IFC's ESPS and EHS Guidelines, as appropriate.

In 2018, we launched a Global Best Practices Sharing initiative to promote HSSE performance excellence by highlighting sites that have implemented innovative and successful practices. We also announced a plan to implement monthly HSSE performance reporting, beginning in 2019, to more accurately track, monitor and report the results of our HSSE policies and management practices.

Additionally, to ensure that our own safety practices and compliance mechanisms are upheld by our suppliers, we conduct HSSE due diligence assessments of potential suppliers, and regular audits of current suppliers. In 2018, we developed a Contractor Management Standard to evolve our management of vendor contracts and improve vendors' HSSE performance.

We ensure compliance with our policies by completing two rounds of audits each year. Our audit performance for operational and construction projects improved by 4% and 22% respectively between our first and second rounds of audits in 2018.

LABOUR MANAGEMENT

We prohibit child labour and discrimination, per our Human Resources (HR) policies and CSR practices, and a 24/7 whistle blower hotline is available to all our internal and external stakeholders, including contractors, subcontractors, suppliers, clients and advisors.

We respect all local laws and relevant global standards regarding freedom of association and collective bargaining. The nature and scale of our collective bargaining agreements vary by location; however, as we strive to exceed regulatory minimums for all of our assets in development and operation, our agreements are often far more expansive than local legislation requires.

As a part of our commitment to HSSE, we have also set ambitious goals for our operational and construction facilities for both Lost Time Incident (LTI) rates and Recordable Incident (RI) rates, and in 2018 our LTI rate remained below international standards.

LTI AND RI PERFORMANCE IN 2018

Construction LTI Rate:

0.05

Operations LTI Rate:

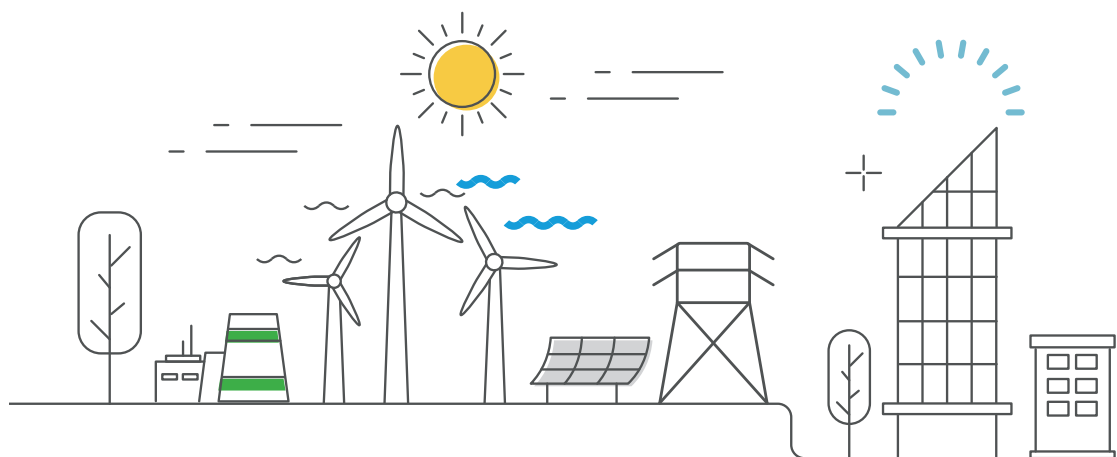
0.03

Construction RI Rate:

0.12

Operations RI Rate:

0.18



ASSET MANAGEMENT

Our facilities fully comply with relevant local and international industry HSSE standards and national legislation.

In 2018, we met our internal corporate incident targets, which are aligned with international benchmarks, and all of our operating and maintenance service providers retained their ISO 14001 and OHSAS 18001 certifications.

Emergency preparedness and response are key components of our HSSE asset management strategy. Accordingly, all construction and operational projects implement formal prevention, detection and response measures, such as

crisis communication structures, and have formally-appointed emergency management personnel.

A minimum of two tests are conducted each year to assess overall emergency preparedness and areas for improvement for each project.

Security management for our construction and operation projects is the contractual responsibility of the EPC contractor or O&M service provider, respectively. However,

because our power stations and desalination plants are considered critical national assets, host countries often provide additional national defence forces or industrial security services to augment project security.



CARING FOR OUR EMPLOYEES

Our business success is rooted in the wellbeing, satisfaction and growth of our people. We strive to care for them by implementing policies and practices that support a positive work environment and offer long-term value.

DIVERSITY AND INCLUSION

At ACWA Power, we have created a diverse and inclusive working environment, aligned with national laws and local customs.

Our HR practices reflect our commitment to inclusion, gender equality, and Equal Employment Opportunity (EEO) in our workplace.

Our diversity and EEO practices include targets for female employment, in accordance with the local customs where we operate.

PERCENTAGE OF FEMALE EMPLOYEES

Year	Percentage of female employees	Rate of change, year-over-year
2018	4.9%	11%
2017	4.6%	12%
2016	4.4%	N/A

PERCENTAGE OF WOMEN AT MANAGER OR DIRECTOR LEVEL

Year	Percentage of women at manager or director level	Rate of change, year-over-year
2018	10%	10%
2017	6.4%	7.7%
2016	5.1%	N/A

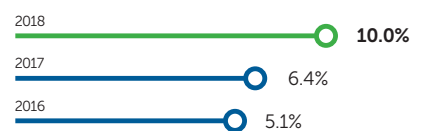
3,500+

people were employed by ACWA Power in 2018

Percentage of Female Employees



Percentage of Women at Manager or Director Level





EMPLOYEE BENEFITS

As a standard business practice, we regularly benchmark salaries and compensation to assess our competitiveness in the markets in which we operate.

In most countries, our employee benefits include health insurance, leave packages, and end-of-service benefits (a fixed and final payment made by the host organisation) or contributions to national benefit plans.

EMPLOYEE SATISFACTION

Employee satisfaction is of utmost importance for ACWA Power.

We formally assess employee satisfaction through organisational health surveys and the performance appraisal process, and we monitor attrition rates across our company to ensure we are doing right by our people and course-correct when necessary to ensure satisfaction and retention.

Organisational Health Surveys are completed by employees on a biennial basis to evaluate business strengths and opportunities for improvement, and to assess overall employee satisfaction.

ACWA Power's Organisational Health Survey indicates that the company's top three strengths are:

- Strong talent and capabilities;
- High competitiveness and external orientation; and
- Speed and nimbleness.



BUILDING SUSTAINABLE LOCAL COMMUNITIES

In 2018, we continued to invest in the development of the communities in which we operate, through both local infrastructure and high-impact social programmes that yield measurable economic benefit to local communities.

INFRASTRUCTURE

We prioritise two categories of infrastructure improvement efforts – economic development and increased access to critical physical infrastructure.

In 2018, we strengthened our partnerships with ECOHZ and Women Organising for Change in Agriculture and Natural Resource Management (WOCAN) to create and roll out projects that promote community development and empower women in the communities around our renewable projects in Morocco and South Africa. We do this by leveraging W+, a tool developed by WOCAN that offers a unique mechanism to quantify and compensate women in developing economies for previously unpaid contributions to climate change mitigation, which in turn supports the women's wellbeing and that of their communities¹.

These projects increase incomes and improve the livelihoods for local women, in addition to providing access to a wide range of community benefits, such as clean water, adult education, food security, and new apprenticeships to develop critical and employable skillsets.

We also work with local communities to identify and address their greatest physical infrastructure needs, such as access to affordable electricity and water, climate-resilient flora for flood control, and roads that connect remote neighbourhoods to schools and healthcare resources, such as hospitals and clinics.

For example, in 2018, we worked with local organisations in Jordan to replace street lights with energy-efficient LEDs, making reliable lighting and night-time safety accessible to each community in which we operate.

11

ACWA Power provides reliable, affordable power and water to communities across three continents, in 11 countries

12.96 Mn SAR

ACWA Power invested 12.96 Mn SAR in CSR Programmes in 2018





WELLBEING

We believe that investing in the health and wellbeing of our communities for the long term results in tangible impacts for our stakeholders and our business, including strong local workforces, productive local economies, and a sustainable “licence to operate” for ACWA Power.

Further to our mission to reliably deliver basic commodities – power and water – we prioritise healthcare and food security as core components of our CSR initiatives. We work with local community members to identify their greatest health risks, and develop and fund programmes designed to address and mitigate these risks.

For example, in 2018, we hosted a free medical day at the Rehab Women’s Centre in Mafraq, Jordan, staffed by volunteer doctors representing the disciplines of general medicine, paediatrics, internal medicine, surgery, dermatology, orthopaedics and laboratory testing. The event benefited approximately 700 community members,

who otherwise would have had very limited access to any of these medical services. Also, in Jordan, we invested 47,975 SAR, in partnership with Tkiyet Um Ali, to sponsor several families who benefit from the Sustainable Food Aid Programme. Our sponsorship provided each of these families with food for an entire year.



700

community members benefited from a single free medical day

INVESTING IN EDUCATION AND TRAINING

We invest in capacity-building initiatives, both within ACWA Power and throughout our local communities, to support employee development and to promote a sustained, technically proficient local workforce.

In 2018, to support the professional development of our employees and strengthen our enterprise, we updated our Human Capital Strategy to include streamlined processes and new professional education initiatives. One such initiative, the EMO Development Programme, will enhance the capabilities of project company leaders and improve the long-term management of our operations.

Externally, we continued to build local capacity through technical skills trainings, apprenticeships and investments in education in each community in which we operate. Our commitment to local employment efforts paid off greatly in 2018, with 12 projects now staffed by 100% local nationals.

1.43 Mn SAR

we invested 1.43 Mn SAR in internal employee development programmes

ASSOCIATED UN SUSTAINABLE DEVELOPMENT GOALS

1 NO POVERTY 	3 GOOD HEALTH AND WELL-BEING 	4 QUALITY EDUCATION 	5 GENDER EQUALITY 	6 CLEAN WATER AND SANITATION 	7 AFFORDABLE AND CLEAN ENERGY 
8 DECENT WORK AND ECONOMIC GROWTH 	13 CLIMATE ACTION 	14 LIFE BELOW WATER 	15 LIFE ON LAND 	17 PARTNERSHIPS FOR THE GOALS 	



INVESTING IN EDUCATION AND TRAINING

EMPLOYEE TRAINING AND DEVELOPMENT

Investing in our people is core to our business values. In 2018, we updated our Human Capital Strategy to further support the development of our people for long-term success.

HUMAN CAPITAL

In 2018, we implemented updates to our Human Capital Strategy. As part of this Strategy, which was developed in alignment with KSA's Ministry of Labour policies and relevant labour policies in the countries in which we operate, we streamlined components of our internal human capital processes, including employment contracts, job descriptions, and the recruitment, development, and performance journey.

We also introduced our newest professional development initiative, the EMO Development Programme, designed for our project company Executive Managing Officers.

The EMO Development Programme, which began in October 2018, will strengthen the business skills of project company leadership, to best support their professional growth and improve the long-term management of our plants.

EMO DEVELOPMENT PROGRAMME ACHIEVEMENTS IN 2018:

26

project company
EMOs participated

45

hours of training were
completed per participant

100%

satisfaction rate





SUSTAINED LOCAL WORKFORCE

Aligned with our business strategy to invest in communities for the long term, as well as our commitments to Saudi Vision 2030 and the UN Sustainable Development Goals, we are dedicated to developing a sustained local workforce in every community in which we operate.

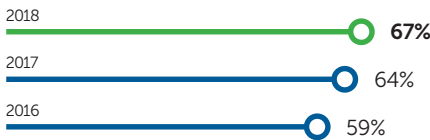
LOCAL EMPLOYMENT

Due to the nature of our business, ACWA Power is often the largest employer in the communities in which we operate. As such, we believe we have an obligation to create shared benefits in these communities.

We are therefore committed to building a technically proficient local workforce and strive to employ a minimum of 40% local talent in our projects.

We are proud to report that 12 of our projects – CEGCO Assets*, Karadzhalovo PV IPP, Noor I CSP IPP, Bokpoort CSP IPP, Kirikkale CCGT, and Noor PV 1 IPP** – were 100% staffed by local nationals in 2018.

Percentage of Local National Employment



IN 2018, WE EMPLOYED:

3,500+

people across 11 countries

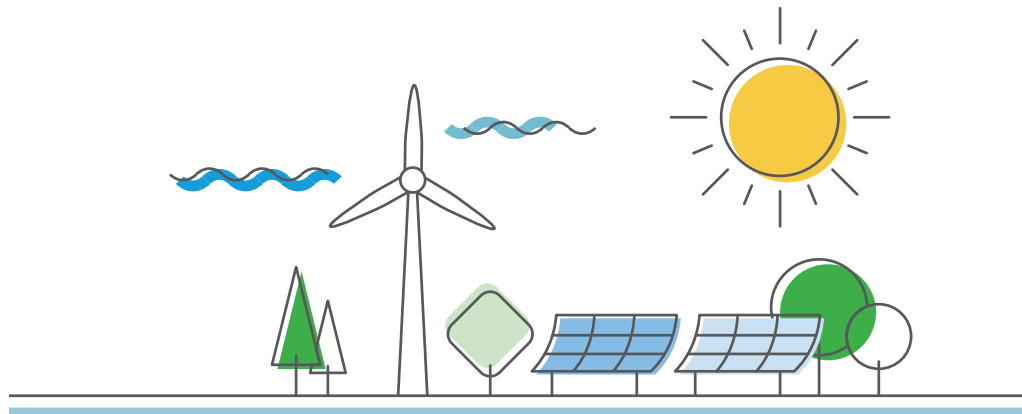
67%

local nationals

51%

of managers and directors are local nationals

* CEGCO Assets is considered 5 assets.
 ** NOOR PV IPP is considered 3 assets.



COMMUNITY CAPACITY-BUILDING

Our plants operate for upwards of 25 years, which means our impact in every community lasts for generations. As a responsible member of our communities, we invest in education programmes to build capacity and grow the local economy for the long term.

Our capacity-building initiatives are informed by local and national socioeconomic development needs and goals, and are managed at country and project levels.

Some of our most impactful programmes in 2018 include:

KSA

- Maintained 100% job placement rate for the eighth year in a row at the Higher Institute of Water and Power Technologies (HIWPT), the vocational training institute that is ACWA Power's flagship CSR programme.

UAE

- Supported the education of six graduate engineering students in the Emirati Graduate Trainees Programme, to build technical skills and business competencies.
 - In 2018, all six trainees were hired by ACWA Power as Project Engineers.

JORDAN

- Completed a comprehensive maintenance campaign at several schools, in conjunction with the Ministry of Education, to improve the building conditions and learning environments of each school.

OMAN

- Donated computers to a technical college in Barka to support the educational development of local students.

SOUTH AFRICA

- Launched an Apprenticeship Programme, where 13 apprentices in the electrical, diesel mechanics, and welding fields were trained on site and in classes.
 - The first two participants in the Programme passed their inspections and received accreditation in 2018.

MOROCCO

- Donated a school bus to the Commune of Ghassate, a large community in which ACWA Power operates its NOORo CSP and PV plants, to alleviate the 10-kilometre walking distance that over 50 students faced every day.
 - This donation drastically reduced school drop-out rates, particularly among girls.

EGYPT

- Supported the professional development of 287 engineers and technicians across three communities, Cairo, Aswan City, and Benban Village, through solar PV-focused capacity-building initiatives.

TURKEY

- Invested in vocational training for women and girls.



CLIMATE CHANGE LEADERSHIP

COMMITTED TO CLIMATE CHANGE LEADERSHIP

We are committed to responsible management of climate-related risks. We actively prioritise efficiency across our operations, and carefully manage our environmental impacts.

We recognise the need for climate resiliency in our long-term physical assets, and contribute to climate change mitigation efforts in our countries of operation through our proactive operational planning, diversification of supply chains, implementation of leading technologies and growing investments in renewable assets.

“Sustainability and reducing climate change impacts are integral to delivering ACWA Power’s strategy and are a driving force behind our business achievements.”

David Ungar, Executive Director, Greenhouse Gas Mitigation & Sustainability, ACWA Power²



GREEN CLIMATE FUND

ACWA Power is an Accredited Observer Entity of the Green Climate Fund (GCF), a global fund that works primarily in developing nations to leverage private sector capital to help countries transition to low-emission, climate-resilient, and sustainable development pathways. In 2018, we took active steps to receive full accreditation with the GCF.

ASSOCIATED UN SUSTAINABLE DEVELOPMENT GOALS



ENERGY

Our commitment to developing renewable energy projects at low cost has significantly contributed to the affordability of renewable energy and supports the global transition to clean energy. Maximising energy efficiencies and expanding our portfolio of renewable energy projects are two key means by which we decrease both our costs and our carbon emissions.

AVAILABILITY, RELIABILITY AND EFFICIENCY

As a performance-driven company, our mission is to deliver reliable, affordable power and water to our customers, while continually increasing the operational and cost efficiency with which we do so.

We actively improve the reliability of our operations and exceed our contractual obligations. In 2018, we delivered 102,587 GWh of electricity.

We have pursued efficiency by leveraging innovative technologies in both renewable and conventional energy generation. As such, we have reduced our global energy consumption intensity by 38% since 2016.

Additionally, through our strategic impact reduction efforts, which prioritise efficiency improvements and risk mitigation, we are able to deliver both financial and environmental performance. In 2018, our efforts resulted in project cost savings, lower tariff rates for our offtakers, lower greenhouse gas emissions, and greater reliability for our end users.

POWER PERFORMANCE IN 2018:

Net Export (GWh):

102,587

Load Factor:

74%

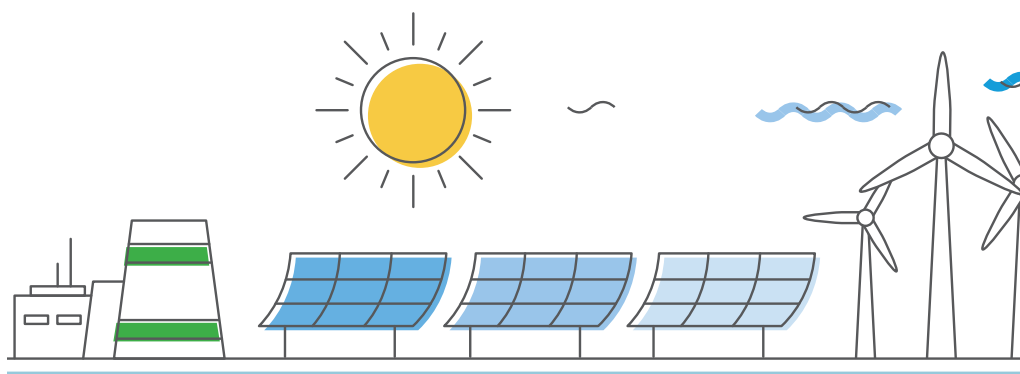
Commercial Availability:

90%

Forced Outage:

7%



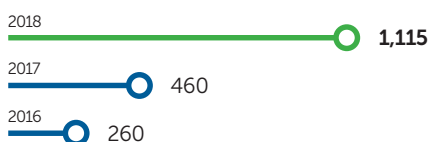


RENEWABLE ENERGY

While remaining fuel-agnostic and technology-neutral to best serve our customers' needs, ACWA Power has positioned itself as a leader in the advancement of renewable energy, capitalising on the growing market demand in each of our core regions.

In 2018, we continued to expand our renewable energy portfolio to capture growing market opportunities and to leverage beneficial new technologies. Our portfolio included a total of 18 renewable assets in 2018*, including solar PV, Parabolic CSP, CSP with Tower, and wind projects.

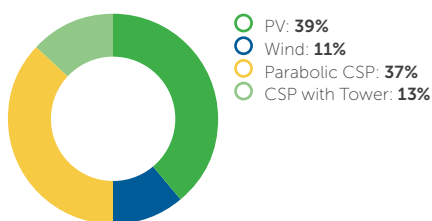
ACWA Power's Operational Renewable Energy Capacity (MW)



* Includes assets under advanced development.

Half of all energy projects under construction in 2018 were renewable energy assets. Our renewable assets total an investment of 37.6 Bn SAR to date*.

ACWA Power's Operational Renewable Energy Capacity, by Project Type



SOLARCOIN

In 2018, we became the first utility-scale generator to adopt SolarCoin.



In 2017, we established a partnership with the SolarCoin Foundation and in 2018, we officially adopted the blockchain-based digital SolarCoin currency, which allows us to create additional shared value from our solar assets.

Through the SolarCoin programme, digital tokens are earned for every MWh of solar energy that we generate in Bulgaria, South Africa, and Morocco, which can be used as payment for certain goods and services. SolarCoin incentivises growth in solar power generation by financially rewarding its producers, in turn helping to accelerate the global clean energy transition.

“Being early utility-scale adopters of SolarCoin, ACWA Power is proud to leverage our rapidly growing solar energy generation capacity to accelerate the utilisation of SolarCoins to, in time, further reduce the cost of solar energy through the supplementary value being created.”

Paddy Padmanathan,
President and CEO, ACWA Power

WATER

Utility-scale desalination has become a potable water source of choice in water-stressed regions around the world. Several of our key regions, and specifically our home market of Saudi Arabia, are investing heavily in this climate and weather-independent resource to meet their water needs for the long term.

AVAILABILITY, RELIABILITY AND EFFICIENCY

We continuously strengthen the reliability and availability of our water delivery by improving the efficiency of our water desalination processes.

In 2018, our commercial availability was 95% and forced outage was 3%. We advanced the net export performance of our water desalination operations, delivering 742 million m³ of water from our 10 facilities in KSA, Bahrain and Oman.

We actively increase the efficiencies at our desalination plants to mitigate environmental impacts and to reduce costs for our business and our customers. We are driving efficiencies with the application of new technologies, such as state-of-the-art reverse osmosis (RO), mitigating environmental impacts and reducing costs.

Rabigh 3 IWP, located in Rabigh, KSA, is scheduled to be the Kingdom's largest independent water desalination plant. Currently in the advanced development phase, Rabigh 3 IWP will utilise RO technology to yield a desalination capacity of 600,000 m³ per day. The plant's innovative design ensures the highest efficiency, reliability and availability of any comparable plant in the world.

Saudi Arabia, the largest water desalination market in the world, is expected to invest an additional 300 Bn SAR in the sector by 2025³.

WATER PERFORMANCE IN 2018:

Net Export (m³):

742,287,103

Commercial Availability:

95%

Load Factor:

88%

Forced Outage:

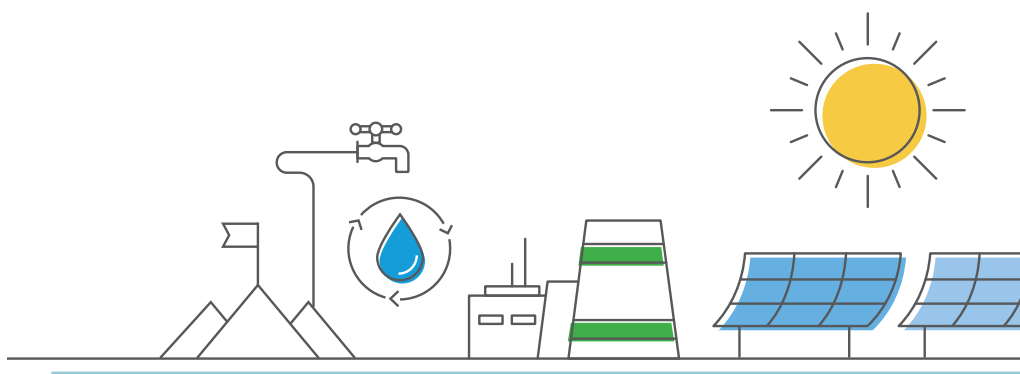
3%

NEW AND NOTEWORTHY INNOVATIONS

At our desalination plants, we employ innovative technologies to support next-generation water solutions.

RO technology is the world's most efficient desalination technology – producing fewer by-products and requiring less energy than traditional thermal desalination technology⁴.

As of 2018, all ACWA Power desalination projects in the advanced development phase will use RO technology.



WATER CONSUMPTION AND REPLENISHMENT

At ACWA Power, we actively manage our water consumption and replenishment to ensure that water is conserved, re-used, and returned as we generate both electricity and desalinated water for our customers.

We aim to maximise our water use efficiency. In 2018, we are pleased to report that our discharge by gross generation decreased by 14.95% to 112.94 m³/MWh.



ENVIRONMENTAL STEWARDSHIP

We proactively evaluate and manage the environmental impacts of our global operations. We prioritise the environmental stewardship issues that are most important to our stakeholders, our business, and the communities in which we operate.

WASTE AND EFFLUENTS

As a part of our commitments to reduce our environmental impact and increase operational efficiencies, we put systems in place to minimise the waste and effluents produced during our electrical generation and desalination processes.

We deploy formal, certified Environmental Management Systems (EMS) at ACWA Power facilities as a part of our HSSE and Construction Environmental Management Plan (CEMP) practices to effectively manage waste across the full lifecycle of all assets, including operational projects and construction projects. As a result of our waste management efforts, we have continued to decrease our chemical use, year-over-year.

See the Environmental Data table on pages 46 to 47 for total effluents, chemical consumption, and waste data.

In 2018, there were five uncontained environmental spill incidents with a total volume of 4.5 m³. All spills were remediated by facility personnel and none resulted in off-site or long-term impacts.

17%

over the past year, we have decreased our overall GHG intensity by 17%

BIODIVERSITY

Through ongoing environmental and social impact assessments (ESIAs), we measure, monitor and manage our impacts to biodiversity at each of our assets.

In line with IFC and IFI standards and local standards, as appropriate, we mandate biodiversity action and monitoring plans for our assets⁵. We take special precaution to protect against potential negative impacts of our operations on vulnerable species. To date, vulnerable species have been identified at five of our projects.

In 2018, at relevant projects, our construction and O&M personnel identified and relocated all vulnerable species.



GHG EMISSIONS

We are committed to assessing and managing our carbon footprint throughout the development, design, construction and operational phases of all our assets, and across our corporate offices.

We monitor GHG emissions using environmental management plans during both the construction phases and the daily operations of our assets. GHG emission levels are also independently verified as required by contractual obligation or permitting requirements.

In 2018, our Scope 2 emissions resulting from imported electricity were equivalent to 0.47% of the total gross energy generated, and as such are considered non-material. Scope 1 emissions resulting from fuel consumption for transport, electricity for ACWA Power offices, and business travel are calculated to be less than 0.01% of our total carbon emissions.

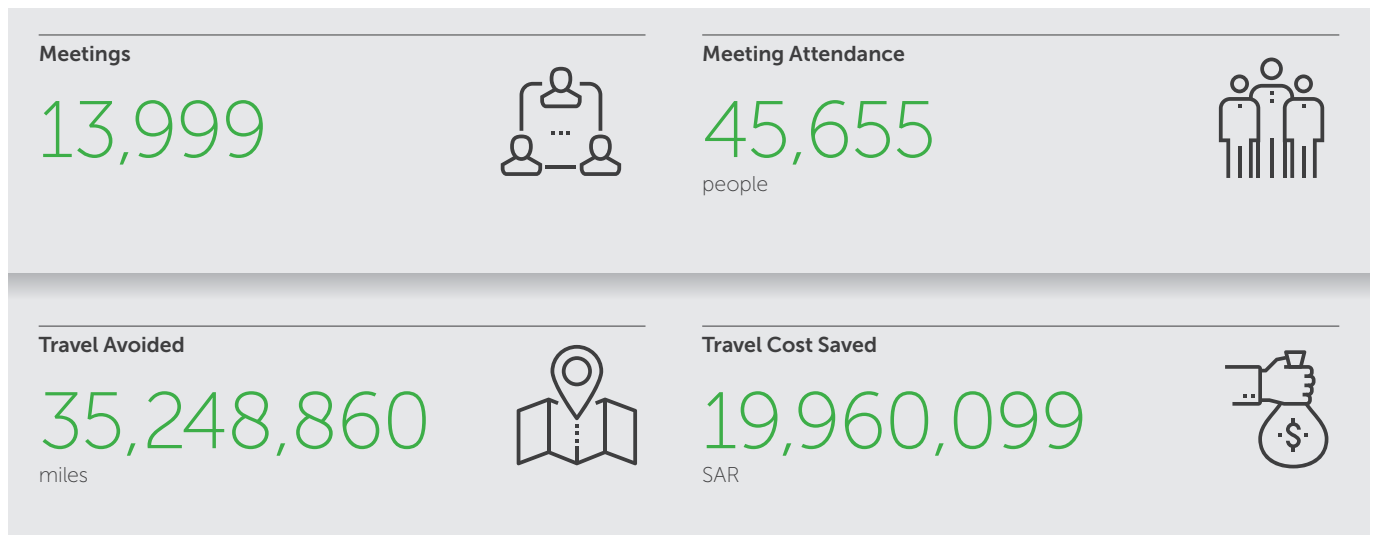
Total CO₂ emissions across all assets in 2018 were 53.6 million tonnes, with ACWA Power's share totalling 18.7 million tonnes (35%). Despite a total increase in GHG emissions, which is attributed to our 8% growth in assets in 2018, our overall GHG intensity has decreased from 0.588 kg/kWh in 2017 to 0.488 in 2018, a 17% reduction.

By using the Blue Jeans systems to conduct remote meetings in 2018, we avoided 35,248,860 miles of air travel and 82,294 miles of car travel, resulting in a savings of 6,471 metric tonnes of carbon emissions.

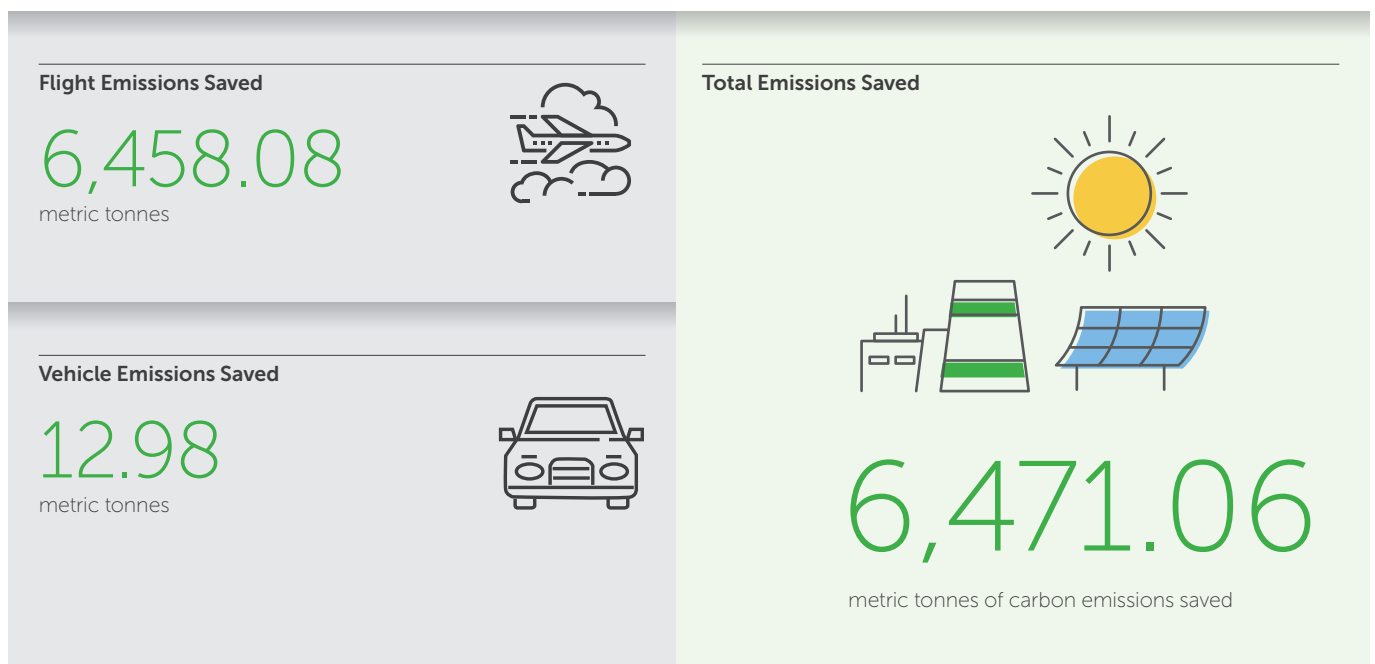
During 2018, no enforcement actions or legal cases related to GHG emissions were brought against ACWA Power or any of our subsidiaries.



CONFERENCE CALL STATISTICS



CONFERENCE CALL EMISSIONS SAVINGS



SUSTAINABILITY DATA AND RELEVANT DISCLOSURES





ECONOMIC DATA

	2018	2017	2016
Economic Value Generated (Mn SAR)			
Revenue	3,554	3,783	3,195
Share in net income of associates and joint ventures	936	457	473
Other income	257	295	183
Total	4,747	4,535	3,852
Economic Value Distributed (Mn SAR)			
Operating costs			
Cost of material and services bought from outside	1,628	2,045	1,710
To employees			
as remuneration	756	691	600
To government			
as taxation	37	182	69
To providers of capital			
Dividend to MI	59	129	134
as non-controlling interest	93	70	73
as finance charges	772	500	312
Total	3,346	3,618	2,898
Economic Value Retained (Mn SAR)			
Economic Value retained	1,402	918	953
Indirect Economic Impacts			
Revenues generated (Mn SAR)	1,237	3,550	N/A
Number of jobs created on a national level	1,717	858	N/A
Financial Assistance Received From Government			
Monetary value (Mn SAR)	0	0	0
Political Contributions			
Monetary value (Mn SAR)	0	0	0
Procurement Practices			
Percentage of procurement budget spent on local suppliers (Local suppliers defined as national suppliers)	50%	37%	Local procurement must be above 30% of all project costs
Anti-Corruption			
Operations assessed for risks related to corruption			
Total number and percentage of operations assessed for risks related to corruption	Internal audits performed to investigate intent of corruption	Internal audits performed to investigate intent of corruption	N/A
Significant risks related to corruption identified through the risk assessment	No corruption cases identified	No corruption cases identified	N/A
Communication and training about anti-corruption policies and procedures			
Percentage of governance body members that the organisation's anti-corruption policies and procedures have been communicated to	30%	100%	N/A
Percentage of employees that the organisation's anti-corruption policies and procedures have been communicated to	30%	100%	100%
Percentage of business partners that the organisation's anti-corruption policies and procedures have been communicated to	17%	100%	N/A
Percentage of governance body members that have received training on anti-corruption	17%	100%	N/A
Percentage of employees that have received training on anti-corruption	17%	0	N/A
Total number of confirmed incidents of corruption	0	0	N/A
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	0	0	N/A
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	0	0	N/A
Public legal cases regarding corruption brought against the organisation or its employees during the reporting period	0	0	N/A

	2018	2017	2016
Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices			
Number of legal actions pending or completed during the reporting period regarding anti-competitive behaviour and violations of anti-trust and monopoly legislation in which the organisation has been identified as a participant	0	0	N/A
Anti-Competitive Behaviour			
Number of legal actions pending or completed during the reporting period regarding anti-competitive behaviour and violations of anti-trust and monopoly legislation	0	0	N/A

ENVIRONMENTAL DATA

	2018	2017	2016
Air Emissions			
CO₂ Emissions			
CO ₂ ('000 tonne)	53,604	54,173	52,753
CO ₂ ACWA Power share ('000 tonne)	18,650	16,191	15,296
CO ₂ intensity (kg/kwh)	0.48775	0.58809	0.57678
CO ₂ intensity for electricity only (kg/kwh)	0.437	0.469	0.463
CO ₂ intensity for water (kg/m ³)	12.41	9.95	9.49
SO₂ Emissions			
SO ₂ (tonne)	186,555	217,302	127,739
SO ₂ ACWA Power share (tonne)	73,477	86,879	51,101
SO ₂ (kg/kwh)	0.002	0.002	N/A
NO_x Emissions			
NO _x (tonne)	40,049	44,668	36,439
NO _x ACWA Power share (tonne)	15,135	16,032	13,650
NO _x (kg/kwh)	0.0004	0.0048	N/A
Waste Generated			
Hazardous waste (tonne)	2,546	404	1,101
ACWA Power's share of hazardous waste (tonne)	934	163	439
Fly ash (tonne)	38,516	14,272	33,213
ACWA Power's share of fly ash (tonne)	14,341	5,407	12,380
Non-hazardous waste (tonne)	314,107	260,026	60,246
ACWA Power's share of non-hazardous waste (tonne)	128,584	106,352	33,428
Spillage			
Number of incidents	5	7	10
Quantity of spillage (m ³)	4.5	5	1
Production			
Electricity gross gen (MWh)	109,901,496	92,340,402	91,570,749
Electricity net export (MWh)	102,586,604	85,192,551	84,855,000
Water export (m ³)	742,287,103	785,655,209	800,444,000
Renewable Energy Electricity Generation			
Renewable energy electricity generation capacity (MW) as of Dec 31 of the reporting year	1,115	460	260
Total electricity generation capacity (MW) – operational	16,863	12,124	12,017
Ratio of renewable energy electricity generation capacity/total electricity generation capacity (%)	6.63%	3.79%	2.10%
Renewable energy electricity generation (GWh/year)	2,030	1,168	621
ACWA Power's share (GWh)	721	657	11
CO ₂ emissions avoidance (tonnes)	340,101	308,672	51,972
Fuel Used			
Electricity imports (MWh)	520,136	309,306	332,253
Fuel for electricity (%)	79.33%	82.51%	82.80%
Fuel for water (%)	12.10%	13.50%	13.80%
Energy consumption for electricity (TJ)	750,579	676,011	675,406
Energy consumption for water (TJ)	114,456	110,602	113,721
Natural gas (Mn m ³)	16,057	12,724	13,499
Fuel oil '000 (tonne)	9,522	9,189	8,682
Diesel (tonne)	13,722	3,143	31,794
Total energy consumption (TJ)	946,171	819,324	821,769
Heat Rate & Efficiency			
Av. heat rate – combined (kj/kwh)	5,092	9,650	9,600
Av. heat rate for electricity only (kj/kwh)	3,282	7,112	N/A
Efficiency for electricity prod. (%)	110%	51%	45%
Overall HR for KSA assets – electricity only (kj/kwh)	7,152	7,262	N/A
Overall HR for international assets – electricity prod. only (kj/kwh)	3,155	7,461	N/A
Sea Water Discharge			
Power plant/water plant (Mn m ³)	12,412	12,232	13,364
ACWA Power's share of sea water discharge (Mn m ³)	3,656	2,516	3,996
Discharge/fuel consumption (m ³ /GJ)	13	15	16
Sea water discharge/gross generation (m ³ /MWh)	113	133	145

	2018	2017	2016
Use of Chemicals			
Chemical consumption (tonne)	95,950	95,141	200,264
Biodiversity			
Operational projects close to protected areas of high biodiversity (MW)	18,630	18,630	N/A
Significant impacts on biodiversity	0	0	N/A
Environmental Compliance			
Total incidents of environmental non-compliance	1	0	2
Total number of monetary sanctions	0	0	N/A
Total number of fines	1	0	N/A
Supplier Environmental Assessment			
Percentage of new suppliers that were screened using environmental criteria for actual or potential environmental impacts	18%	13%	N/A
Number of suppliers identified as having significant actual and potential negative environmental impacts	0	0	N/A
Significant actual and potential negative environmental impacts identified in the supply chain	0	0	N/A

SOCIAL DATA

	2018	2017	2016
Human Capital			
Full-Time Employees			
Men	95.1%	95.4%	95.4%
Women	4.9%	4.6%	4.4%
Total	3,500+	3,216	2,989
Managers and Directors			
Men	90.0%	93.6%	94.9%
Women	10.0%	6.4%	5.1%
Local Nationals			
Men	95.3%	95.9%	94.5%
Women	4.7%	4.1%	5.5%
% of entity	66.5%	64.0%	58.8%
Local Directors/Managers			
Men	92.5%	93.0%	93.3%
Women	7.5%	7.5%	6.7%
Age Distribution			
<25	5.1%	3.5%	5.8%
25–40	53.7%	53.1%	50.4%
40–60	40.1%	42.7%	42.0%
>60	1.1%	0.8%	1.8%
Recruitment and Turnover			
New employees: men	449	229	411
New employees: women	78	13	29
Employees leaving: men	370	69	450
Employees leaving: women	49	2	20
Training			
Average number of hours per employee	40	40	N/A
Appraisals			
Percentage of employees receiving regular performance and career development reviews	70%	74%	N/A
Grievances			
Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms	Information currently not available	0	78
Total number of incidents of discrimination and corrective actions taken	0	0	2
Collective Bargaining			
Number of employees affiliated with a formal Labour Union	665	748	710
Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	0	0	0
Child Labour			
Identified risk for incidents of child labour	0	0	0
Reported cases of child labour	0	0	0
Forced and Compulsory Labour			
Identified risk for incidents of forced or compulsory labour	0	0	0
Reported cases of forced or compulsory labour	0	0	0

	2018	2017	2016
Security Practices			
Percentage of security personnel who have received formal training in human rights policies and procedures	30%	8%	N/A
Indigenous Peoples			
Number of incidents of violations involving rights of indigenous peoples	0	0%	N/A
Local Communities			
Percentage of operations with implemented local community engagement and development programmes	100%	100%	100%
Total CSR budget (Mn SAR)	12.96	11.30	11
Operations with significant actual and potential negative impacts on local communities	0	0	N/A
Non-Discrimination			
Total number of incidents of discrimination	0	0	0
Socioeconomic Compliance			
Cases of non-compliance with laws and regulations in the social and economic area	0	0	N/A
Total monetary value of significant fines	0	0	N/A
Total number of non-monetary sanctions	0	0	N/A

CSR SPEND

Location	CSR Spend (SAR)
Saudi Arabia	468,000
United Arab Emirates	39,713
Oman	921,350
South Africa	3,970,281
Jordan	1,035,274
Morocco	2,555,280
Bulgaria	–
Egypt	89,130
Turkey	66,267
Vietnam	–
Bahrain	–
Corporate	3,814,705
Total	12,960,000

HEALTH AND SAFETY DATA

The data tables that follow present information with regard to ACWA Power's operational projects and construction projects, during the reporting cycle, unless stated otherwise.

HEALTH AND SAFETY INDICATORS

	Calculation	2018	2017	2016
ACWA Power Total (Operational + Construction)				
Hours worked	Total	49,117,140	50,564,992	43,568,383
Lost Time Incidents (LTI) – total	Total	12	11	7
LTI – employees	Total	1	2	3
LTI – contractors	Total	11	9	4
LTI rate	Average rate	0.05	0.04	0.03
Recordable incidents	Total	34	79	58
Recordable incident rate	Average rate	0.15	0.312	0.27
Fatality	Total	3	2	1
Operational Projects				
Hours worked	Total	11,982,577	10,287,236	8,798,426
LTI – total	Total	2	4	4
LTI – employees	Total	1	2	3
LTI – contractors	Total	1	2	1
LTI rate	Average rate	0.03	0.08	0.09
Recordable incidents	Total	11	36	N/A
Recordable incident rate	Average rate	0.18	0.60	0.61
Fatality	Total	0	1	0
Construction Projects				
Hours worked	Total	37,134,563	40,277,756	34,769,957
LTI – total	Total	10	7	3
LTI – employees	Total	0	0	0
LTI – contractors	Total	10	7	3
LTI rate	Average rate	0.05	0.03	0.02
Recordable incidents	Total	22	43	31
Recordable incident rate	Average rate	0.12	0.21	0.18
Fatality	Total	3	1	1

HEALTH AND SAFETY COMPLIANCE

	Calculation	2018	2017	2016
Percentage of operations for which health and safety impacts are assessed	Average	96%	100%	100%
Incidents of non-compliance with national/global health and safety regulations resulting in a fine or penalty	Total	0	0	N/A

GRI INDEX

Using the GRI Standards as a leading-practice guide for disclosure, the content of this 2018 Sustainability Report has been prepared in reference to the specific GRI Standards listed below.

GRI Topic	GRI Standard	Disclosure	Information	Source
General Disclosures	102-1	Name of the organisation	International Company for Water and Power Projects – the Company is known as ACWA Power. The Company and its project companies are collectively “the Group”.	
	102-2	Activities, brands, products, and services	ACWA Power is a developer, investor, co-owner and operator of an international portfolio of electricity-generation and water desalination plants. We produce and sell electricity and water in bulk to state utilities and major industrial corporates through long-term contracts.	Sustainability Report page 2 Annual Report pages 3 & 6-7
	102-3	Location of headquarters	Riyadh, Kingdom of Saudi Arabia	
	102-4	Location of operations		Sustainability Report pages 6-7 Annual Report pages 8-9, 14-15, & 19
	102-5	Ownership and legal form	A Saudi joint stock company established pursuant to a ministerial resolution numbered 215 dated 2 Rajab 1429H (corresponding to 5 July 2008) and registered in Riyadh, Kingdom of Saudi Arabia under commercial registration number 1010253392 dated 10 Rajab 1429H (corresponding to 13 July 2008).	
	102-6	Markets served		Sustainability Report pages 6-7 Annual Report pages 8-9, 14-15, & 19
	102-7	Scale of the organisation		Sustainability Report pages 6-7, 24, 36, 38, & 44-51 Annual Report pages 7-9, 14-15, & 19
	102-8	Information on employees and other workers	ACWA Power does not employ personnel on temporary contracts; therefore there are zero temporary or contract employees.	
	102-10	Significant changes to the organisation and its supply chain		Sustainability Report pages 4-6 & 26-28 Annual Report pages 11-13 & 14-15
	102-12	External initiatives	GRI Reporting Practices, TCFD, SASB, SDGs, IFC, Vision 2030, W+, and local CSR projects.	Sustainability Report pages 8-9 & 26
	102-14	Statement from senior decision-maker		Sustainability Report pages 6-7
	102-15	Key impacts, risks and opportunities		Sustainability Report pages 8-9, 16-19, & 22-41 Annual Report pages 12-15
	102-16	Values, principles, standards, and norms of behaviour	Our Code of Conduct articulates our approach to business ethics, anti-corruption and anti-bribery, and sets the standards for responsible and appropriate behaviour. Our Code of Conduct highlights that unethical activity is a disciplinary offence that could lead to dismissal.	Sustainability Report pages 6-7 & 10-11 Annual Report pages 2 & 16-17

GRI Topic	GRI Standard Disclosure	Information	Source
102-17	Mechanism for advice and concerns about ethics	To ensure effective internal application of our standards, we monitor ethical practices and engage with project managers on a regular basis. Additionally, an independent, 24/7 whistleblower hotline and email, first implemented in 2012, are available to all internal and external stakeholders, including contractors, subcontractors, suppliers, clients and advisors.	Sustainability Report page 22
102-18	Governance structure	ACWA Power's corporate governance structure consists of a Board of Directors and a further five functional Board Committees, responsible for reviewing the Company's operations within their particular areas of expertise and who then present their findings and suggestions to the Board of Directors.	Sustainability Report pages 2 & 10-11 Annual Report pages 28-31
102-19	Delegating authority	The Company Board, its advisors, its functional committees, Company management and employees, shareholders and direct stakeholders are guided by the Company's Corporate Governance Guidelines and Procedures and Code of Ethics.	Annual Report pages 28-31
102-20	Executive-level responsibility for economic, environmental, and social topics	Our robust governance framework is designed to enhance accountability through the recognition and management of all risk areas. It specifies the distribution of rights and responsibilities among various participants of the Group, including our Board of Directors and its five functional committees, our executive managers and our employees.	Sustainability Report pages 10-11 Annual Report pages 28-31
102-21	Consulting stakeholders on economic, environmental, and social topics	We engage formally and informally on an ongoing basis with our key stakeholders, first among whom are our clients, our employees and local communities. Following a comprehensive review of our non-financial material issues in 2017, we have continued our work with AccountAbility, a global consulting and standards firm, in 2018, to complete an independent update of the issues most relevant to our stakeholders and our business.	Sustainability Report page 9
102-22	Composition of the highest governance body and its committees	Our sustainability priorities and actions are guided by our management team, and are informed by the needs and opportunities of our local communities. This structure allows us to prioritise sustainability as a Group-wide imperative, while maintaining the flexibility to invest in targeted local programmes and share learnings from community initiatives across our portfolio.	Sustainability Report page 48 Annual Report pages 30-31
102-36	Process for determining remuneration	The Nomination and Remuneration Committee (NRC) performs its functions, drawn up in a charter, which complies with the Code of Corporate Governance approved by the Board. The Nomination and Remuneration Committee formed to assist the Board of Directors in performing their duties and responsibilities related to policies and standards of the appointment of members of the Board, policies and allowances of the Board members and senior executives.	Annual Report page 37
102-40	List of stakeholder groups	Our key stakeholders include: employees, government agencies, shareholders, suppliers, finance institutions, labour groups, contractors, offtakers, regulators, international organisations, and competitors.	

GRI INDEX CONTINUED

GRI Topic	GRI Standard Disclosure	Information	Source
	102-41	Collective bargaining agreements	Sustainability Report pages 22 & 48
	102-42	Identifying and selecting stakeholders	ACWA Power identifies key stakeholders as those that are or may be affected by the operation of our business or by the services that we provide.
	102-43	Approach to stakeholder engagement	We engage with all key stakeholder groups to learn and understand their expectations and requirements related to our business, which we then take into consideration in our strategic decision-making and goal-setting, and throughout asset delivery and operation. Specific engagement methods vary by key stakeholder group.
	102-44	Key topics and concerns raised	Sustainability Report page 9
	102-45	Entities included in the consolidated financial statements	Annual Report pages 20-21 & 48
	102-46	Defining report content and topic boundaries	The topic boundaries have been defined based on the GRI Standards, and include ACWA Power and its subsidiaries.
	102-47	List of material topics	Sustainability Report page 9
	102-48	Restatements of information	None to be reported
	102-49	Changes in reporting	None to be reported
	102-50	Reporting period	1 January to 31 December 2018
	102-51	Date of most recent report	2017
	102-52	Reporting cycle	Annual
	102-53	Contact point for questions regarding the report	David Ungar, Director of GHG Emissions & Sustainability
	102-55	GRI content index	Sustainability Report pages 52-58
Economic Performance	201-1	Direct economic value generated and distributed	Sustainability Report page 44
	201-2	Financial implications and other risks and opportunities due to climate change	ACWA Power is committed to responsible management of climate-related risks. We actively prioritise efficiency across our operations, and carefully manage our environmental impacts. We recognise the need for climate resiliency in our long-term physical assets, and contribute to climate change mitigation efforts in our countries of operation through our proactive operational planning, diversification of supply chains, implementation of leading technologies and growing investments in renewable assets.
	201-4	Financial assistance received from government	ACWA Power has not received direct financial assistance from any government.

GRI Topic	GRI Standard	Disclosure	Information	Source
Market Presence	202-1	Ratios of standard entry-level wage by gender compared to local minimum wage	ACWA Power and its Group companies regularly benchmark salaries and compensation to assess our competitiveness in the markets in which we operate. Data on the ratio of entry-level to local minimum standards is not currently available.	
	202-2	Proportion of senior management hired from the local community	Local nationals are represented at senior levels; 51% of our managers and Directors were local nationals in 2018.	Sustainability Report pages 32 & 48
Indirect Economic Impacts	203-1	Infrastructure investments and services supported	In addition to hiring nationals, providing skills training and professional development, ACWA Power tries to localise its supply chain to the fullest extent possible. We strive to persuade supply chain partners to apply our values of local procurement, employment and training of the local workforce, and technology transfer. As a result, we have successfully incentivised several of our international suppliers to invest in local infrastructure and market presence, further extending our economic impact.	Sustainability Report pages 26-33
	203-2	Significant indirect economic impacts		Sustainability Report page 44
Procurement Practices	204-1	Proportion of spending on local suppliers		Sustainability Report page 44
Anti-corruption	205-1	Operations assessed for risks related to corruption		Sustainability Report pages 44-45
	205-2	Communication and training about anti-corruption policies and procedures		Sustainability Report pages 44-45
	205-3	Confirmed incidents of corruption and actions taken	No corruption incidents reported within ACWA Power and its Subsidiaries.	Sustainability Report pages 44-45
Anti-competitive Behaviour	206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	There are no (zero) legal actions for anti-competitive behaviour, anti-trust, and monopoly practices or related fines or sanctions to report.	Sustainability Report pages 44-45
Energy	302-1	Energy consumption within the organisation		Sustainability Report pages 36 & 46
	302-3	Energy intensity	ACWA Power's energy intensity for water production is 6.69 GJ/m ³ and its energy intensity for electricity production (net export) is 0.14 GJ/MWh.	Sustainability Report page 47
	302-4	Reduction of energy consumption	Despite improvements in energy efficiency, due to a growing number of assets, our total energy consumption has increased by 124,402 TJ since 2016.	Sustainability Report pages 36 & 46

GRI INDEX CONTINUED

GRI Topic	GRI Standard	Disclosure	Information	Source
Water	303-1	Water withdrawal by source		Sustainability Report pages 39 & 46
	303-2	Water sources significantly affected by withdrawal of water	Many of our assets are located adjacent to bodies of water, such that we extract and return water to the same source. Our plants in Morocco, South Africa and central Jordan use a combination of artesian wells, run-off, and river and surface water that is carefully monitored and controlled via local authorities and obstruction permits.	Sustainability Report pages 39 & 46
	303-3	Water recycled and re-used	We actively manage our water consumption and replenishment to ensure that water is conserved, re-used, and returned. The majority of our assets are located adjacent to bodies of water, such that we extract and return water to the same source.	Sustainability Report pages 39 & 46
Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Vulnerable species have been identified at five of our project sites. All vulnerable species identified at project sites were relocated by O&M personnel in 2018. In line with IFC and IFI Standards, we mandate biodiversity action and monitoring for our assets.	Sustainability Report pages 40 & 47
	304-2	Significant impacts of activities, products, and services on biodiversity	There are no material off-site impacts on biodiversity to be reported.	Sustainability Report pages 40 & 47
	304-3	Habitats protected or restored	ACWA Power conducted seven ESAs and one EIA in 2018 to ensure environmental impacts, including biodiversity impacts, are evaluated, managed, and monitored appropriately. ACWA Power takes special precautions to identify and relocate animals encountered and develops biodiversity action plans for projects, as appropriate.	Sustainability Report pages 40 & 47
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	No relevant cases reported within ACWA Power or its subsidiaries.	
Emissions	305-1	Direct (Scope 1) GHG emissions		Sustainability Report pages 40-41 & 46
	305-2	Energy indirect (Scope 2) GHG emissions		Sustainability Report pages 40-41 & 46
	305-3	Other indirect (Scope 3) GHG emissions		Sustainability Report pages 40-41 & 46
	305-4	GHG emissions intensity		Sustainability Report pages 5, 40-41, & 46
	305-5	Reduction of GHG emissions		Sustainability Report pages 40-41 & 46
	305-7	Nitrogen oxides (NO _x), sulphur oxides (SO _x), and other significant air emissions		Sustainability Report page 46

GRI Topic	GRI Standard	Disclosure	Information	Source
Effluents and Waste	306-1	Water discharge by quality and destination		Sustainability Report pages 39 & 46
	306-2	Waste by type and disposal method		Sustainability Report pages 40 & 46
	306-3	Significant spills	There were five reported uncontained environmental spill incidents in 2018 with a total volume of 4.5 m ³ . All spills were remediated by facility personnel and none resulted in off-site or long-term impacts.	Sustainability Report pages 40 & 46
	306-4	Transport of hazardous waste	No relevant cases reported within ACWA Power or its Subsidiaries.	
Environmental Compliance	307-1	Non-compliance with environmental laws and regulations	In 2018, there was one incidence of non-compliance with environmental laws and regulations	
Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	18% of new suppliers were screened using environmental criteria for actual environmental impacts in 2018.	Sustainability Report page 47
	308-2	Negative environmental impacts in the supply chain and actions taken	No negative impacts reported.	Sustainability Report page 47
Employment	401-1	New employee hires and employee turnover		Sustainability Report pages 4, 24, & 48
Occupational Health and Safety	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities		Sustainability Report pages 4, 22, & 51
	403-4	Health and safety topics covered in formal agreements with trade unions	Two assets have formal union agreements, namely in South Africa and Jordan. The exact nature and scale of H&S topics included in collective bargaining agreements is based on local legislation.	Sustainability Report page 22
Training and Education	404-1	Average hours of training per year per employee	Average number of hours per employee is 40.	Sustainability Report page 48
	404-2	Programmes for upgrading employee skills and transition assistance programmes		Sustainability Report pages 5, 7, 11, & 28-32
	404-3	Percentage of employees receiving regular performance and career development reviews	Percentage of employees receiving regular performance and career development reviews is 70%.	Sustainability Report pages 5 & 48
Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	At ACWA Power, we have created a diverse and inclusive working environment, aligned with national laws and local customs. Our HR and CSR practices reflect our commitment to inclusion, gender equality, and equal employment opportunity (EEO) in our workplace. Our diversity and EEO practices include targets for female employment, in accordance with the local customs where we operate.	Sustainability Report page 48

GRI INDEX CONTINUED

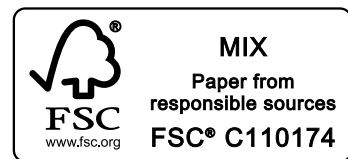
GRI Topic	GRI Standard Disclosure	Information	Source	
Non-Discrimination	406-1	Incidents of discrimination and corrective actions taken	There have been zero incidents reported.	Sustainability Report pages 48-49
Freedom of Association and Collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	No risk identified.	Sustainability Report page 48
Child Labour	408-1	Operations and suppliers at significant risk for incidents of child labour	No risk identified.	Sustainability Report page 48
Forced or Compulsory Labour	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	No risk identified.	Sustainability Report page 48
Security Practices	410-1	Security personnel trained in human rights policies or procedures	30% of security personnel trained in human rights policies or procedures.	Sustainability Report page 49
Rights of Indigenous Peoples	411-1	Incidents of violations involving rights of indigenous peoples	There have been zero incidents reported.	Sustainability Report page 49
Human Rights Assessment	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	All of ACWA Power's EPC, O&M and shareholder plus development agreements include obligatory provisions relating to human rights and the strict necessity to comply with the IFC/World Bank human rights conventions.	
Local Communities	413-1	Operations with local community engagement, impact assessments, and development programmes		Sustainability Report pages 26-33, & 50
Public Policy	415-1	Political contributions	ACWA Power does not make political contributions so there are none (zero) to declare.	Sustainability Report page 44
Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	These aspects are not applicable to ACWA Power's products and services.	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No relevant cases have been reported within ACWA Power or its subsidiaries.	Sustainability Report page 51
Socioeconomic Compliance	419-1	Non-compliance with laws and regulations in the social and economic area	There are no (zero) cases of non-compliance with laws and regulations in the social and economic area.	Sustainability Report page 49

GLOSSARY

CCGT	Combined Cycle Gas Turbine	IPP	Independent Power Project
CEGCO	Central Electricity Generating Company	ISO	International Organisation for Standardisation
CEMP	Construction Environmental Management Plan	IWP	Independent Water Producer
CSP	Concentrated Solar Power	KPI	Key Performance Indicator
CSR	Corporate Social Responsibility	KSA	The Kingdom of Saudi Arabia
EEO	Equal employment opportunity	LED	Light-Emitting Diode
EHS	Environment, Health and Safety	LTI	Lost Time Incident
EIA	Environmental Impact Assessment	O&M	Operations and Maintenance
EMO	Executive Managing Officer	OHSAS	Occupational Health and Safety Assessment Series
EMS	Environmental Management System	PC	Project Company
EPC	Engineering, Procurement, Construction	PV	Photovoltaic
ESIA	Environmental and Social Impact Assessment	RI	Recordable Incident
ESPS	Environmental and Social Performance Standards	RO	Reverse Osmosis
FIT	Future Is Together	SASB	Sustainability Accounting Standards Board
FTE	Full-time employees	SDGs	United Nations Sustainable Development Goals
GCF	Green Climate Fund	TCFD	Task Force on Climate-related Financial Disclosures
GHG	Greenhouse Gas	UAE	United Arab Emirates
GRI	Global Reporting Initiative	WOCAN	Women Organising for Change in Agriculture and Natural Resource Management
HR	Human Resources		
HSE	Health, Safety and Environment		
HSSE	Health, Safety, Security and Environment		
IETA	The International Emissions Trading Association		
IFC	The International Finance Corporation, member of the World Bank		
IFI	International Finance Institution		

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Printed on Neenah WW Green Conservation Smooth, which is an FSC-recognised paper, produced from well-managed forests, and recycled wood or fibre.



This report was produced in consultation with AccountAbility, a global consulting and standards firm that works with business, governments and multilateral organisations to advance sustainable business practices and improve their long-term performance.

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