

CSR 2019

CORPORATE SOCIAL RESPONSIBILITY REPORT



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REPORT OF YEAR 2019

Our Corporate Social Responsibility strategy is focused on four key pillars- Social Responsibility, Environmental responsibility, SADER Community, and Power of Transparency.

This report portrays how SADER's CSR strategy is dedicated to its social duties and performs its obligation of transparency towards its key stakeholders. This report focuses on SADER's efforts done in the year 2019 with commitment to excellence in its community.



SOCIAL RESPONSIBILITY

SADER is highly involved in a variety of social projects for the benefit of the local community. This is done through supporting education, engage in Pro-Bono projects, Non-profit endeavors, and Awareness campaigns.

Pro Bono Projects

SADER has always engaged in Pro-Bono projects as SADER has a responsibility to uphold its position in society as leader in legal knowledge. To that end it continues in its social responsibility activities to promote the rule of law and spread the legal culture by granting access to and knowledge of one's rights. For that reason, as the Court of Cassation celebrates its 100 years, SADER legal publishing published and sponsored books that were published to commemorate the Centennial of the Lebanese Court of Cassation, along with the sponsorship of Youssef SADER Foundation.



In addition, Youssef Sader foundation ever committed to the field of Law and Justice in its perseverance to spread knowledge of the truth, participated in the celebration of the Beirut Bar Association's centennial by signing a Memorandum of Association with the BBA with respect to the design of the Beirut Bar Association's centennial LOGO.



Another Pro Bono project that took place this year as a commitment to social responsibility, is the launch of the online legal portal dedicated to women's rights in collaboration with the National Commission for Lebanese Women (NCLW). SADER stresses on the importance of making women's legal rights and obligations accessible to the public, as well as ensure that access to the online database is and will remain free of charge- as being conscious of our rights is the ultimate value of democracy.



Education

SADER strongly intends to always encourage education as it is part of the culture's firm that has ascended since 1863. SADER participated as one of the sponsors at the USEK Spin in Library event as well as in USJ's open house event, with strong commitment to education knowledge as always promised.



Non-Profit Endeavors

The establishment of Youssef Sader Foundation. Youssef SADER foundation for legal culture has been established with the purpose of honoring such valued heritage which has unleashed a world of innovation in the Arab world. For that reason, Youssef SADER foundation for legal culture aims at spreading this long well established legacy to the public, involving youths and professionals, by disseminating the culture of legal awareness in the community and provide legal expertise. This is to be conducted through organizing continuous sessions of training, workshops, research teachings and seminars as well as exchange visits with other well experiences Lebanese, foreign bodies and associations that share similar objectives; non-profit ones.



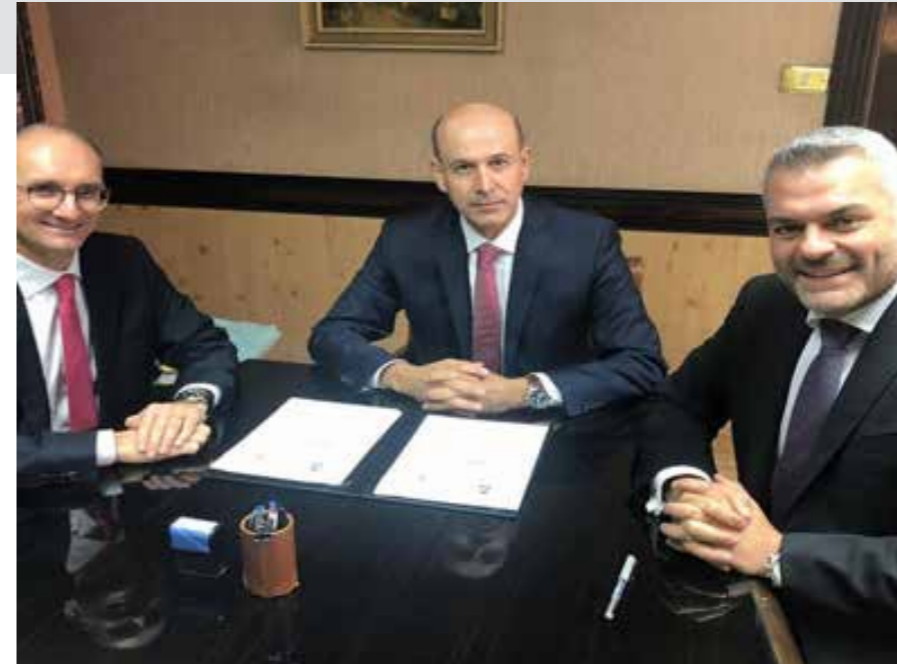
Awareness Campaigns

SADER launched two awareness campaigns this year. SADER went PINK for Breast Awareness month as well encouraged breaking the taboo concerning regular check-ups for the month of No shave November, in support of raising awareness for prostate cancer.



Accountability

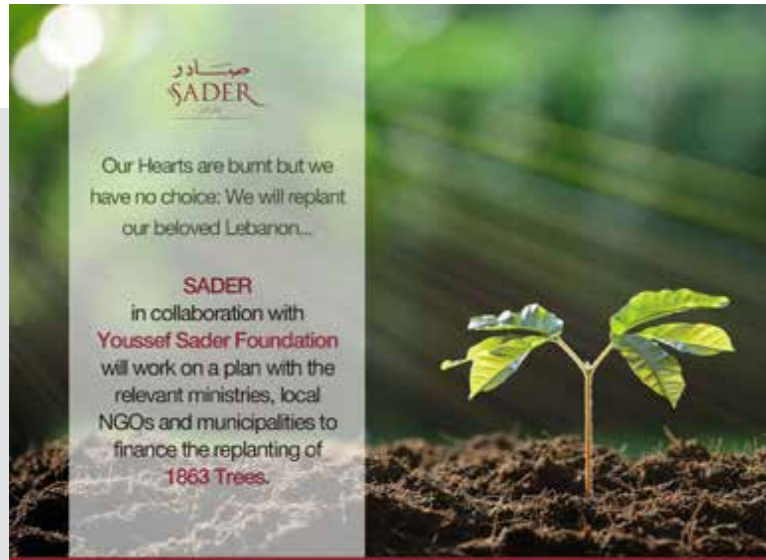
SADER's reputation in the legal industry is known for its responsibility and duty towards its Lebanese community, since 1863. SADER's legacy has always belonged to the school of anti-corruption. For that reason, SADER has been offering its revolutionary legal portals to all Lebanese Judges since 2012, in order to combat corruption more efficiently and effectively under the grounds of a better Lebanon. In addition, SADER has signed a Memorandum of Understanding with the Court of Audit in Beirut for the same objective, offering free access to all SADER legal portals.





ENVIRONMENTAL RESPONSIBILITY

SADER has an environmental duty to which it drives all its team members to be dedicated to. This has been done through the act of adopting the culture of recycling its office and making it an obligation to every single team member. SADER is dedicated towards sustaining its environmental responsibilities by completely going Green in 2020.



Additionally, following the tragic fire incident that took place in Lebanon this year, SADER in collaboration with Youssef SADER Foundation, committed to engage with the Non-Profit sector for the planting of 1863 trees as an environmental contribution to revive the Lebanese forests.



POWER OF TRANSPARENCY

SADER believes in the power of transparency as it creates trust between all levels of team members. SADER tries to do that through the establishment of an internal newsletter sent out on a monthly basis to all team members in order to keep to keep communication amongst the organization visible and coherent to everyone. SADER does not only believe in the power of transparency but also takes great pride in the portraying to the world and its team what we commit to do with excellence.



SADER COMMUNITY

SADER is company which is devoted to continuously giving back to the community, being itself a reflection of the larger social family, and endeavoring to encourage evolution and learning as well as welcoming any inputs and opinions from its team members. SADER team members encompass a wide diversity of backgrounds, education and cultures and most importantly, has and will always remain an organization that is dedicated towards gender equality amongst its workforce.

INSIDE SADER

In This Issue:

- Message from our Chief Legal Officer
- SADER Team News
- SADER INSIGHT
- SADER COMMUNITY

Innovative opportunities

SADER takes pride in its work place approach that encourages the engagement of its team members in all aspects, which is a fundamental attitude towards looking into a better future. SADER has been organizing an Innovation Day every year since 2017 where any SADER team member who wishes to present an idea that he/she may have, is given the chance to present it, thus strengthening his/her commitment to the organization's goals and values.



Team Participation

At the core of SADER's values and beliefs is its team member's satisfaction, SADER encourages the involvement and participation of its human capital in activities of their choice, demonstrating its commitment to team gratification. This was done through the organization of a FIFA tournament amongst each other, where all level of the workforce participated in the fun. The game provided a competitive spirit but certainly an enjoyable one, where all team member got together for a motivational force that matches with SADER's culture.



Gender Equality

SADER proudly honors its female partners and team members and collaborators during the International Women's Day as a demonstration of its appreciation to their role in the organization and the importance of having an equality of representation. Woman empowerment and their participation in the workforce is not only a matter that SADER values, but it is also a moral and ethical obligation which SADER continues to portray through its organizational structure and culture.

