

2022

# SUSTAINABILITY REPORT





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# ABOUT THIS REPORT

Welcome to our third sustainability reporting for the year 2022. We have structured it to focus on the details of our sustainability initiatives and commitment to our stakeholders. This report contains details on our ESG (Environment, Social and Governance) strategies. We work to deliver sustainable value over the long haul.

## REPORTING SCOPE AND PARAMETERS

Prepared as per ESG and sustainability parameters in line with SCA, ADX ESG guidelines.

## COMPARABLE DATA

The disclosures in the report showcase our performance for the years 2020, 2021 and 2022, highlighting our achievements and developments.

## ALIGNMENT

The report aligns with GRI, United Nations Sustainable Development Goals (UNSDGs), United Nations Global Compact (UNGC) Principles, the Paris Climate Agreement, UAE Vision 2021 and UAE Strategy 2050.

## ASSURANCE

We follow the internal assurance process for our inaugural year of reporting providing our stakeholders with complete trust in the reported information.

# CHAIRMAN'S STATEMENT

As the Chairman of RAPCO, I am pleased to share our sustainability report containing our sustainability practices and our commitment to reducing our environmental impact and promoting social responsibility.

As a company, RAPCO recognizes the importance of sustainable practices in ensuring a healthy future for our planet and communities. We have implemented various measures to promote sustainability across our operations.

One of our prime sustainability practices is energy efficiency. We have taken various measures to reduce our energy consumption in our facilities by installing energy-efficient lighting and equipment. We plan to integrate sustainability in our future practices also.

We are also committed to waste reduction and recycling. We plan to implement waste reduction programs and recycling initiatives to reduce our environmental impact and promote a circular economy.

At RAPCO, we work closely with our suppliers, encouraging them to follow sustainable practices and meet ethical standards. Social responsibility is also a core value at RAPCO. We foresee ourselves working towards programs to support local communities and promote social and environmental causes.

I would like to express my gratitude to our shareholders for their continued support and confidence in our team. We remain committed to delivering superior performance and value to our investors, and we look forward to sharing our continued success with you.

Sincerely,

**Md. Humaid Abdullah Md. Alqasimi**  
**Chairman**



# GENERAL MANAGER'S STATEMENT

As the General Manager of RAPCO, I am pleased to share our company's vision to sustainability and our efforts to reduce our environmental impact. As a public listed entity in the progressive UAE, we are committed to delivering value to our investors through disciplined investment strategies and sound risk management practices.

We foresee a lot for us to do to achieve our goals in line with the UAE's 2050 vision. The UAE focuses predominantly on the SDGs that facilitate access to clean & renewable energy, quality education and healthcare, alongside creating sustainable economic growth, healthy environmental systems, and increased resource efficiency. All these subjects resonate strongly in the UAE. We are dedicated to reducing our carbon footprint, and plan to implement measures such as renewable energy sources, optimizing building efficiencies, etc.

We also understand the importance of responsible investing, and we are committed to incorporating environmental, social, and governance (ESG) factors into our investment decision-making process. We believe that companies with strong ESG practices are better positioned to create long-term value for their stakeholders.

As we look to the future, we remain focused on delivering superior performance and exceptional value to our stakeholders. We are grateful for your continued support and confidence in our team.

Sincerely,

**Raman Garg**  
**General Manager**



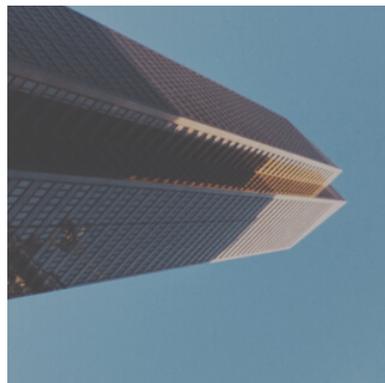
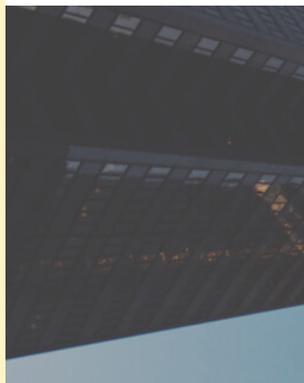
# RAPCO AT A GLANCE

Inaugurated in the year 1976, we are one of the leading poultry company in the United Arab Emirates, However, during the fiscal year 2022, we started winding down the poultry business due to the overall situation of the poultry sector, company's declining sales and consistent losses mainly on account of highly competitive and subsidized market and lack of proper sales engine. We hold a share of 95 million Dirhams. We own two buildings and are focused on real estate, diversified investments, manufacturing and trading related to poultry production. We specialize in diversified investments, layer poultry farming and broiler poultry farming. We hold a 50% stake in RAK Packaging Ltd LLC, a subsidiary set up to manufacture and import papers, cartons and related products.

We are committed to making a positive impact on the environment and society through our investment activities. By promoting sustainable practices and supporting ESG initiatives, we aim to create long-term value for our investors while contributing to a more sustainable future for all.



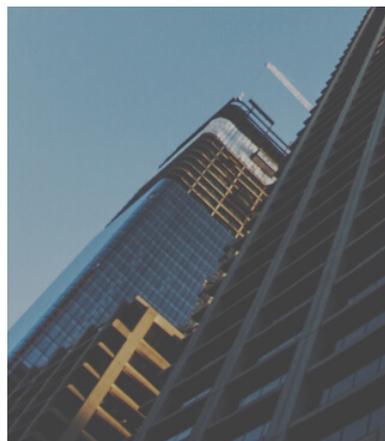
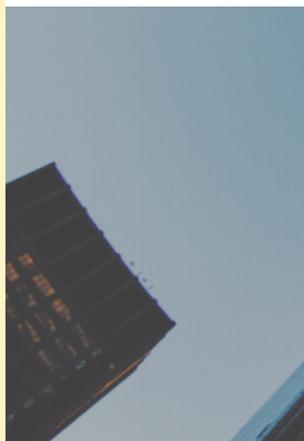
50% stake in RAK Packaging Ltd LLC



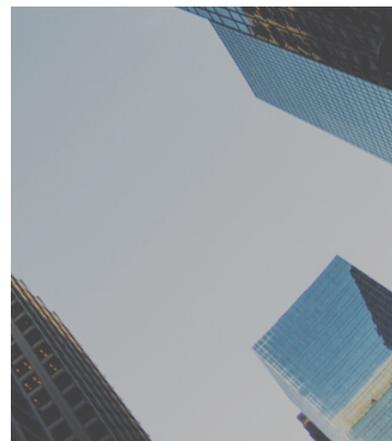
Quality Control Measures



Modern Technology



Highest standards of quality and safety



## VISION

Meeting all the customer requirements with in-depth expertise and technological competence to attain the zenith of success in the industry.

## MISSION

To achieve various set objectives while maintaining value for money and giving birth to a trusted leadership for satisfied customers to follow.

To accomplish this challenging mission, we are committed to the following:

- To maintain our leadership in the industry.
- To provide a top-class system, reinforced by the latest technologies.
- To implement the highest health and safety standards.
- To maximize consumer satisfaction by providing value for money and trust through integrity.



# Supporting Infrastructure



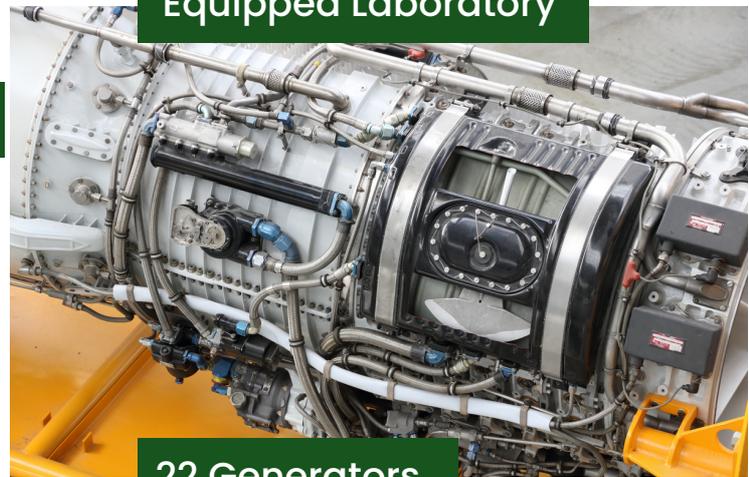
15 Electrical transformers



Equipped Laboratory



Refrigerated Trucks



22 Generators

## Farm Sheds

Farm B1 **8 Sheds**  
 Farm B2 **10 Sheds**  
 Farm B3 **10 Sheds**  
 Farm B4 **10 Sheds**  
 Farm B5 **10 Sheds**

## Layer Farm

**LR Farm**  
**LP Farm**

## Hatchery Area

1 shed with incubator, heating cooling system

## Electrical System

Transformers **15 nos**  
 Generators **22 nos**

## Financial Performance

	AED
Net Revenues	
2020	<b>17,783,909</b>
2021	<b>12,401,891</b>
2022	<b>4,166,768</b>

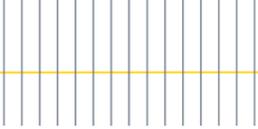
	AED
Total Assets	
2020	<b>334,847,354</b>
2021	<b>349,912,653</b>
2022	<b>377,591,668</b>

	AED
Total Revenues	
2020	<b>25,654,566</b>
2021	<b>22,640,183</b>
2022	<b>18,312,130</b>

	AED
Total Cost Occurred	
2020	<b>25,068,164</b>
2021	<b>19,610,235</b>
2022	<b>18,872,886</b>

	AED
Net Profits/Losses	
2020	<b>586,402</b>
2021	<b>3,029,948</b>
2022	<b>-560,756</b>





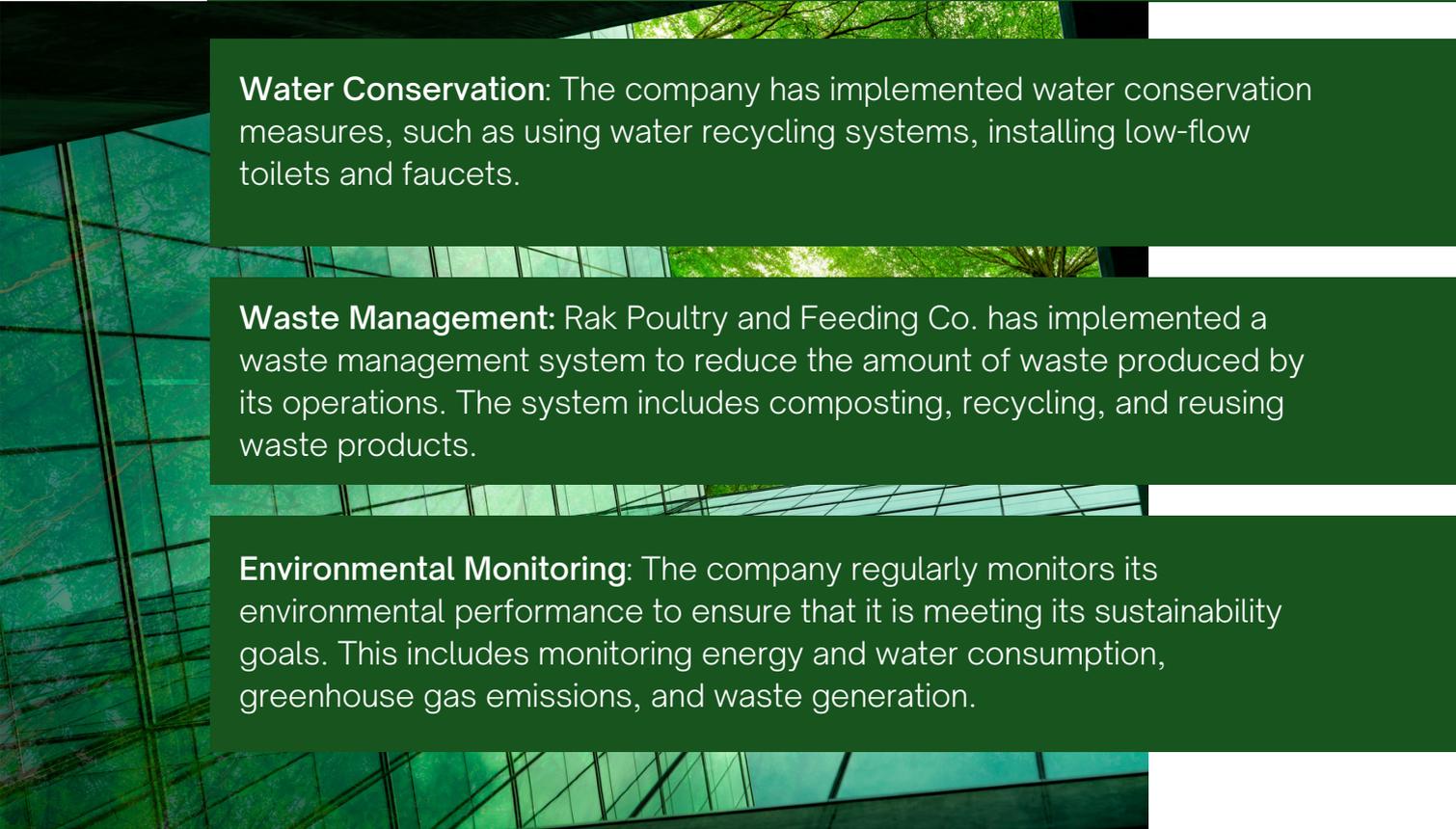
# ENVIRONMENTAL STEWARDSHIP

## Environmental Initiatives

RAPCO is committed to implementing various environmental initiatives to reduce its environmental impact and promote sustainability. Real Estate & poultry farming are well-known for their associated GHG Emissions. Hence, we aim to reduce our carbon footprint.



**Energy-Efficient LED Lights:** Rak Poultry and Feeding Co. has installed energy-efficient LED lights at its facilities to reduce their energy consumption.



**Water Conservation:** The company has implemented water conservation measures, such as using water recycling systems, installing low-flow toilets and faucets.

**Waste Management:** Rak Poultry and Feeding Co. has implemented a waste management system to reduce the amount of waste produced by its operations. The system includes composting, recycling, and reusing waste products.

**Environmental Monitoring:** The company regularly monitors its environmental performance to ensure that it is meeting its sustainability goals. This includes monitoring energy and water consumption, greenhouse gas emissions, and waste generation.

## Awards and Achievements



We received the **Halal Trophy** on the 21st of February, **2016** which was presented by His Excellency, Dr Rashid Ahmed Bin Fahad, the UAE Minister of Environment & Water and His Excellency, Mr Abdulla Al Maeeni, Director General of ESMA during the Gulfood exhibition.



We received a **performance certificate** from the Ministry of Environment and Water in **2012** for our outstanding performance and efforts for a sustainable environment.



## GHG Emissions

Chickens are estimated to emit 0.6 gigatonnes of carbon dioxide equivalent, representing eight percent of the livestock sector's emissions. Their emissions are comparatively low, but the sector's scale and growth require reductions in emission intensity.

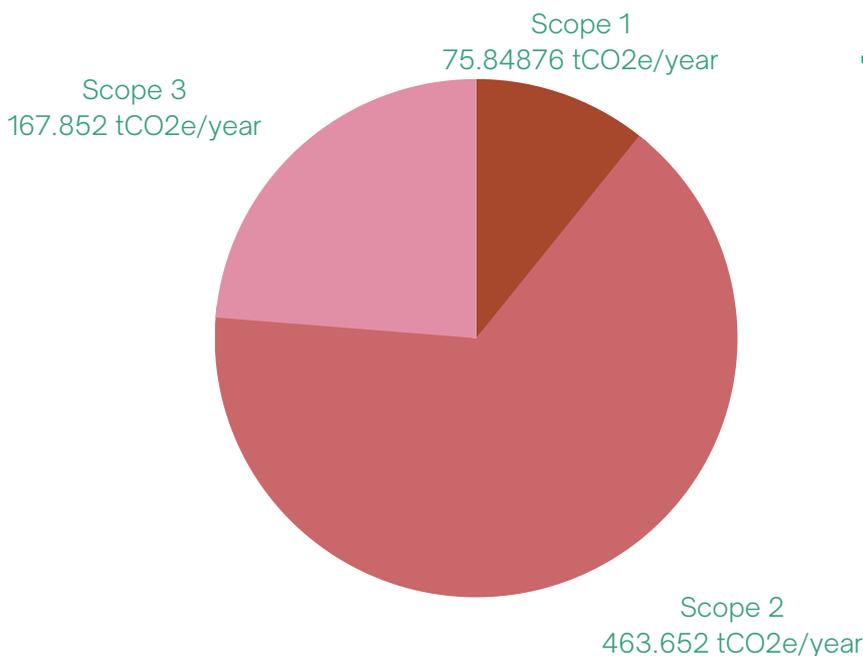
We aim to reduce greenhouse gas emissions and deliver other environmental benefits.

Greenhouse gases are hazardous substances to the environment and increase global warming.

**We use LED lights which produce considerably lesser greenhouse gas emissions than conventional incandescent or Compact fluorescent lights.**

Thus it is vital to monitor this, and we strive to take this seriously and continue to implement all the possible measures to protect the environment and encourage sustainable development.

GHG Emissions for 2022-



GHG Emissions Intensity for 2022-

**172.5** tCO2e/Mn AED

## Energy and Water Consumption

We have made a strong commitment to sustainability in all of our operations, including energy and water consumption. We understand the importance of reducing our environmental impact and plan to implement several initiatives to achieve this goal.

We plan to lead the way in sustainability by incorporating environmental and social considerations into our investment decisions.

We implement some simple yet profound initiatives like turning off the electricity when not required and regulating the water we use, poultry production being an energy and water-intensive industry. By promoting sustainable practices in energy and water consumption, we demonstrate our commitment to a more sustainable future and contribute to a cleaner, healthier planet for future generations. We plan to invest in climate-related infrastructure in the coming years.



We also use a recognized energy management system and have a license from the Ministry of Climate Change and Environment. We also plan to develop environmental and recycling policies in the coming years.

Total amount of **water consumed** in Megaliters-



Amount of **waste water** generated in Megaliters -



Total **Electricity Consumption** in Megawatts Hours -



Total **Electricity Consumed** per revenue earned in 2022 -

**278.5**  
MWh/Mn AED

Total **Fuel Consumption** in Megaliters -



Total **Fuel Consumed** per revenue earned in 2022-

**7,905**  
ML/Mn AED

# Waste Management

Effective waste management is a crucial component of sustainability and we are committed to implementing responsible waste management practices within our operations. We're working to develop a comprehensive waste management plan that includes strategies to minimize waste generation, promote reuse and recycling, and dispose of waste safely and responsibly.

We also recognize that real estate and poultry processing generates significant amounts of waste. We understand the significance of waste segregation and safe disposal to protect the environment.

We believe that effective waste management is a critical component of our sustainability strategy and are committed to continually improving our waste management practices.



Total waste generated in Tons-



# SOCIAL STEWARDSHIP

## Social Initiatives

Employees are the backbone of an organisation. We keep a lookout for our employees at all times. When they succeed, they are always appreciated. CSR (Corporate Social Responsibility) activities are a great way to engage employees and improve their skills and performance on the whole. We are working towards conducting workshops on CSR soon. We do not discriminate people on the basis of their gender or background.



## Human Assets

We value our employees the most. We devote our focus towards their needs and make them a priority at all times. We provide various training and development to advance their skills and improve their overall development. We do not discriminate against them based on gender, or cultural background and provide a diverse environment for them. We provide a holistic working environment where all employees work together to achieve an overarching organizational goal. This results in happy and efficient employees. We have a comprehensive HR Policy covering issues of non-discrimination, sexual harassment, human rights, Ethics and Prevention of Corruption. We plan to formulate individual policies for these in the coming years.



## Health and Safety

Our employees' and consumers' health and safety are of utmost importance to us. The poultry industry requires a lot of care in terms of hygiene, and all our animals are bred in extremely hygienic conditions. This encourages our consumers to purchase more from us. Implementing hygienic conditions benefits not only our employees but our consumers as well. We follow internal health and safety and fire safety policies. Our employees constantly care for their hygiene by washing their hands regularly or by wearing any protective gear if required.

We believe in creating a healthy and safe environment for our employees and thus also benefitting our consumers, we monitor these on a regular basis.



**0 INJURIES** in 2022

## Training and Development

It is essential to foster talent in today's competitive world in which influential leaders are created in the future.

It is a necessity and also vital to manage talent in today's fast-paced corporate world. The stigma on mental health must be removed and we must focus on and understand the needs of our employees in today's world and make sure their work environment is stress-free. We constantly monitor our employees' health and overall development and provide sessions on managing stress-related issues. We provide our employees with all the knowledge and skills needed to raise poultry for meat and eggs and manage a poultry business.

- **We provided training on fire safety.**

## Equal opportunity and Diversity

Fostering an environment with a diverse set of people and equal opportunity for all is vital in today's world. We provide equal opportunity for all and do not discriminate against anyone based on their gender, beliefs or background. The growth of employees contributes majorly to the growth of the organisation as a whole.

We facilitate an environment with distinct cultures, backgrounds, heritage, etc. This helps in developing productivity and increases job satisfaction while also delivering better experiences for our consumers. We treat each employee with compassion and respect and do not discriminate against any of them. We furthermore motivate everyone to achieve their personal and professional goals and purposes and provide support at all times.

### Number of male employees



### Number of female employees



### Number of employees by nationalities



Total enterprise headcount held by part-time employees-

2020

00

2021

00

2022

04

Total enterprise headcount held by contractors and/or consultants-

2020

02

2021

02

2022

02

Ratio of the basic salary and remuneration of women to men - 1:1

We engage with **100%** Local Suppliers

Number of UAE nationals-

2020

02%

2021

04%

2022

06%



# ETHICAL GOVERNANCE

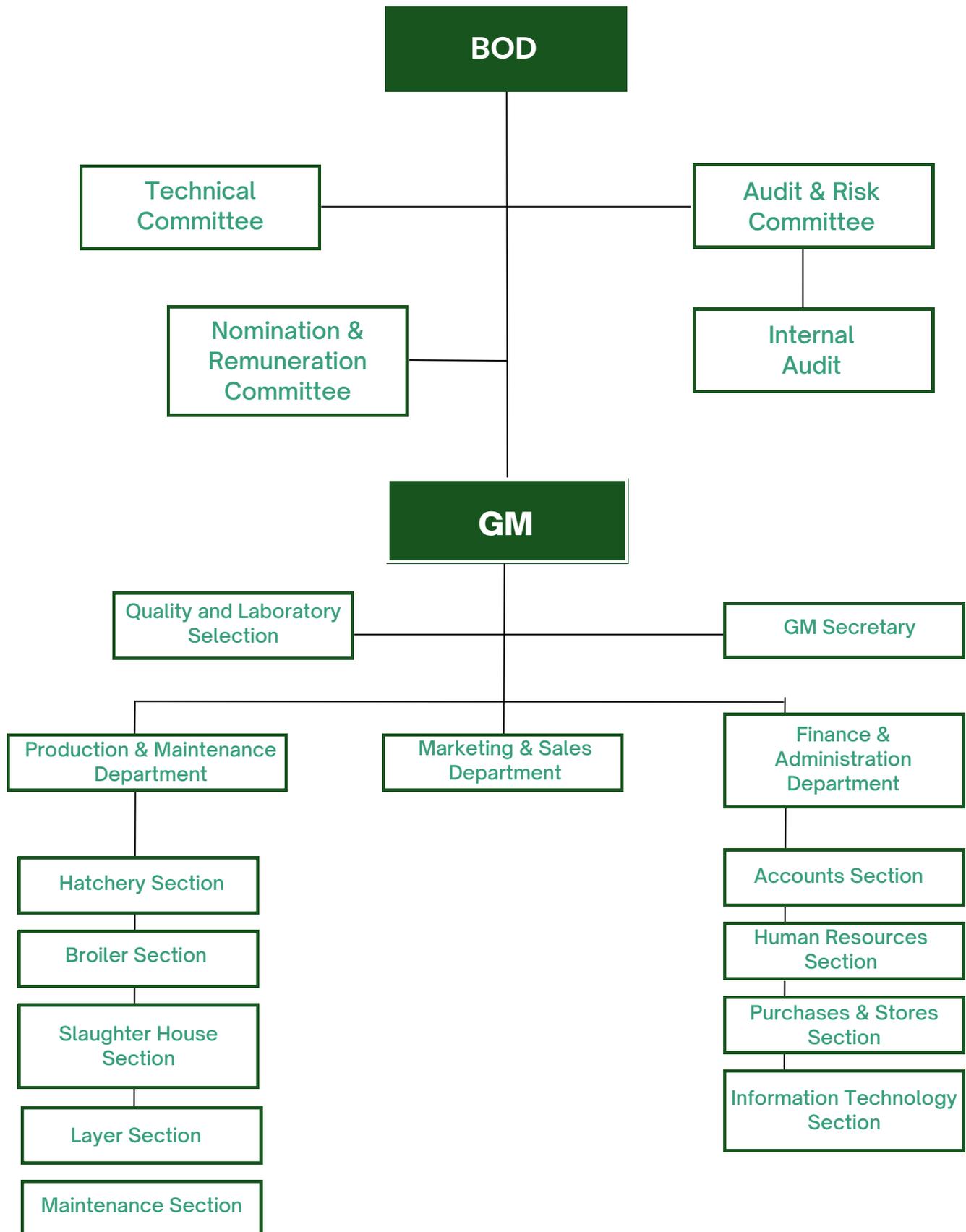
We continuously enhance our corporate governance framework, aiding in maintaining a healthy governance structure focusing on the environment and the most satisfactory approaches are enforced. Owing to the challenges we faced during the pandemic in 2020, we strengthened our corporate governance structures in our activities during the year 2022. We promote ethical behavior and ensure compliance with all applicable laws and regulations. Our board members strongly believe that our main goal is to safeguard the interests of our stakeholders sustainably and in developing long-term stakeholder value. They follow the principles that govern these practices in our corporate governance code to understand our goals.



## Corporate Governance Structure

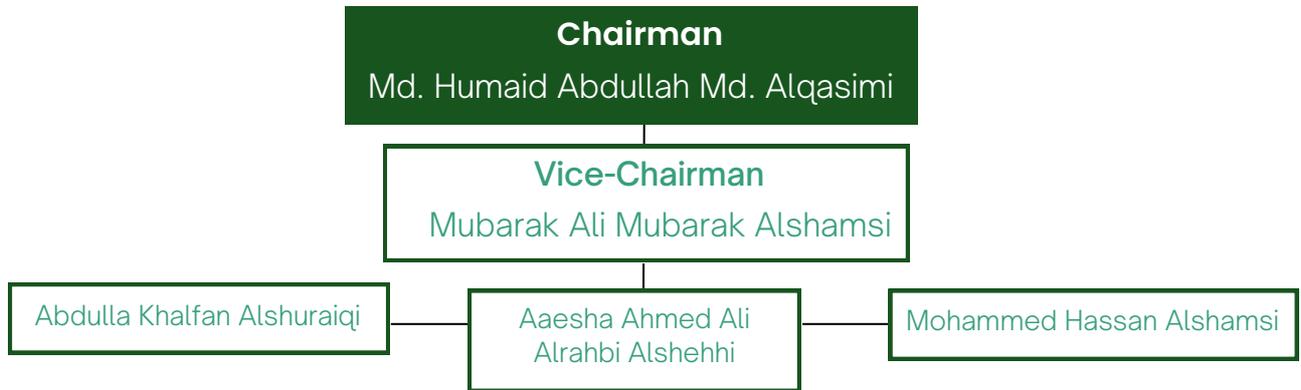
We remain committed to upholding high standards of corporate governance as an essential element of our sustainability strategy. We believe that strong and effective governance practices are critical to achieving our sustainability goals and ensuring long-term value creation for our stakeholders. Our board of directors has a diverse range of skills and expertise, and we have established clear roles and responsibilities for each member. We have also established several board committees, including the Audit & Risk, Nominations & Remuneration and Technical committee, to oversee key areas of our operations. We plan to have rigorous and proactive risk management practices, with regular oversight, assessments of climate-related and ESG risks and issues, with mitigation processes in place. We believe that our corporate governance structure is an integral part of our sustainability efforts and our ability to create long-term value for all our stakeholders.

# Organisational Structure



# Board & Committee Membership

## Board of Directors



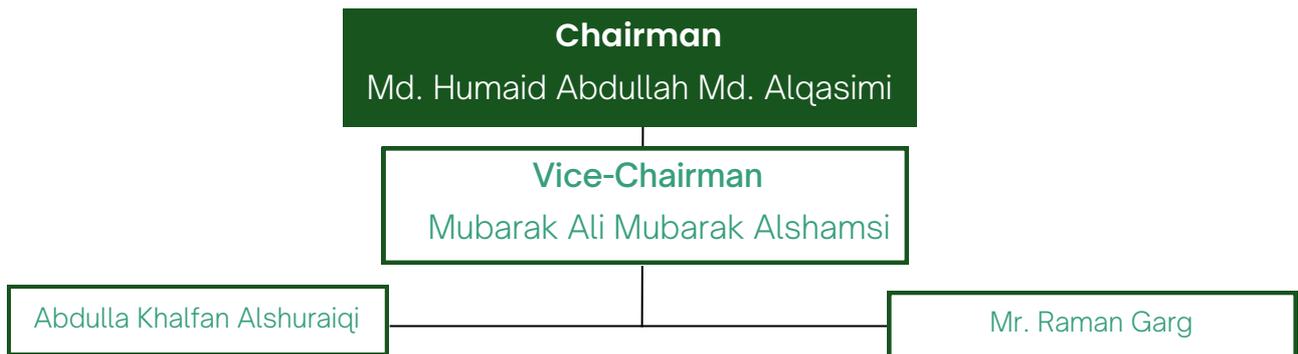
## Audit and Risk Committee



## Nomination and Remuneration Committee



## Technical Committee



Number of male individuals in governance body/board-



Number of female individuals in governance body/board-



Number of individuals in the governance body/board in age group of -

	2020	2021	2022
Under 30 - 0	0	0	0
30 - 50	2	2	2
50+	3	3	3

The percentage of committee chairs held by women.

20%

2022

Audit Committee

02 male

01 male

Nomination & Remuneration Committee

02 male

01 male

Technical Committee

04 male

00 male

All of our board members are UAE Nationals.

All our board members are either non-executive or independent.

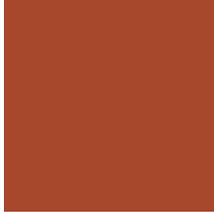
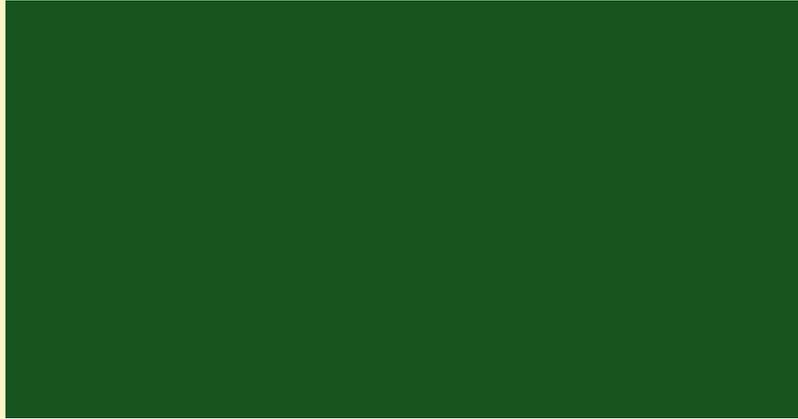
# SUSTAINABILITY MANAGEMENT

## Listening to our Stakeholders

Being enterprise leaders, we owe it to our valued stakeholders. They are our source of encouragement and pursuits. We connect with them regularly for their perspectives and construct our core development plan. We work with them to define what is most important to the business and notify them about environmental, social and governance concerns. We firmly believe in appreciating and being responsive to their interests. They play a vital role in deciding our growth. We involve them and strive for transparency in communication with continuous refinement.

Our stakeholders comprise of-





## Identification

Identify important stakeholders through internal discussions and review

## Prioritisation

Importance to stakeholders established on the level of influence they have on our decisions and activities.

## Engagement

Connect with stakeholders through various channels for determining material topics.

## Managing Expectations

Improve stakeholder relationships by handling their needs and concerns.



## Materiality Analysis

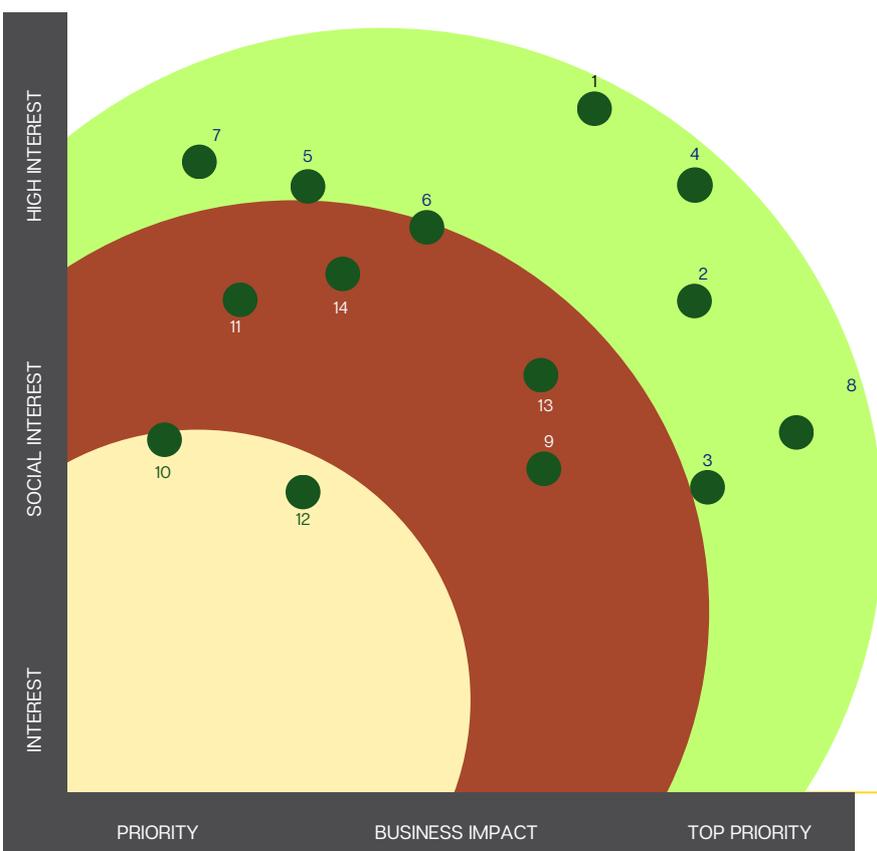
It is essential to keep a check on the issues in the present and future for which we carefully analyse our stakeholders' social, economic and environmental problems for the present and future.

We remain engaged with our stakeholders concerning our operations, whether they are directly or indirectly involved.

We define our goals by iterating on material evaluations based on data internally or externally and engaging with a diverse set of stakeholders, both internal and external.

**This form of analysis is a means which is vital for determining suitable societal goals that define the content of our sustainability report and align with our business strategy and vision.**

Stakeholder interpretations go a long way in terms of impact and decisions in this matrix so we selected the major issues significantly impacting our environmental, social and economic performances, all this after extensive interaction with our stakeholders.



1. Financial Stability
2. Governance & Risk Management
3. Sustainable Operations
4. GRI - 403 Occupational Health & Safety
5. GRI 405: Diversity & Inclusion
6. GRI 416 - Customer Health & Safety
7. GRI - 205 Anti-Corruption
8. GRI 305 - Emissions
9. GRI 401 - Employment
10. Employee well-being and Retention Rate
11. GRI - 404 Training and Development
12. GRI - 413 - Local Communities; CSR; Corporate Volunteering
13. Nationalization
14. Innovation and R&D



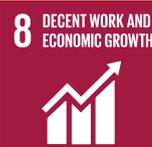
## ADX ESG Index

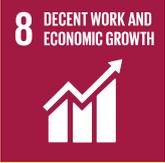
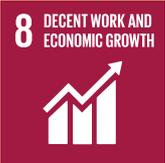
	METRIC	CALCULATION	CORRESPONDING GRI STANDARD	RELEVANT SDGs	PAGE NO.
Environmental	E1. GHG Emissions	E1.1) Total amount, in CO2 equivalents, for Scope 1 E1.2) Total amount, in CO2 equivalents, for Scope 2 (if applicable) E1.3) Total amount, in CO2 equivalents, for Scope 3 (if applicable)	GRI 305: Emissions 2016		Page 12
	E2. Emissions Intensity	E2.1) Total GHG emissions per output scaling factor E2.2) Total non-GHG emissions per output scaling factor	GRI 305: Emissions 2016		Page 12
	E3. Energy Usage	E3.1) Total amount of energy directly consumed E3.2) Total amount of energy indirectly consumed	GRI 302: Energy 2016		Page 14
	E4. Energy Intensity	Total direct energy usage per output scaling factor	GRI 302: Energy 2016		Page 14

METRIC	CALCULATION	CORRESPONDING GRI STANDARD	RELEVANT SDGs	PAGE NO.
E5. Energy Mix	Percentage: Energy usage by generation type	GRI 302: Energy 2016		Page 14
E6. Water Usage	E6.1) Total amount of water consumed E6.2) Total amount of water reclaimed	GRI 303: Water and Effluents 2018		Page 14
E7. Environmental Operations	E7.1) Does your company follow a formal Environmental Policy? Yes, No E7.2) Does your company follow specific waste, water, energy, and/or recycling polices? Yes/No E7.3) Does your company use a recognized energy management system? Yes/No	GRI 103: Management Approach 2016*		No  No  Page 13
E8. Environmental Oversight	Does your Board/ Management Team oversee and/or manage climate-related risks? Yes/No	GRI 102: General Disclosures 2016		Page 20

	METRIC	CALCULATION	CORRESPONDING GRI STANDARD	RELEVANT SDGs	PAGE NO.
	E9. Environmental Oversight	Does your Board/Management Team oversee and/or manage other sustainability issues? Yes/No			Page 20
	E10. Climate Risk Mitigation	Total amount invested, annually, in climate-related infrastructure, resilience, and product development?			Page 13
Social	S1. CEO Pay Ratio	S1.1) Ratio: CEO total compensation to median FTE total compensation S1.2) Does your company report this metric in regulatory filings? Yes/No	GRI 102: General Disclosures 2016		We are working to provide this data in future reports.  Yes
	S2. Gender Pay Ratio	Ratio: Average male compensation to average female compensation	GRI 405: Diversity and Equal Opportunity 2016		Page 19
	S.3 Employee Turnover	S3.1) Percentage: Year-over-year change for full-time employees	GRI 401: Employment 2016		Page 16

	METRIC	CALCULATION	CORRESPONDING GRI STANDARD	RELEVANT SDGs	PAGE NO.
Social		S3.2) Percentage: Year-over-year change for part-time employees S3.3) Percentage: Year-over-year change for contractors and/or consultants			Page 19  Page 19
	S.4 Gender Diversity	S4.1) Percentage: Total enterprise headcount held by men and women S4.2) Percentage: Entry- and mid-level positions held by men and women S4.3) Percentage: Senior- and executive-level positions held by men and women	GRI 102: General Disclosures 2016 GRI 405: Diversity and Equal Opportunity 2016 GRI 405: Diversity and Equal Opportunity 2016		Page 18  We are working towards providing this data in future reports
	S.5 Temporary Worker Ratio	S5.1) Percentage: Total enterprise headcount held by part-time employees S5.2) Percentage: Total enterprise headcount held by contractors and/or consultants	GRI 102: General Disclosures 2016		Page 19  Page 19

Social	S6. Non-Discrimination	Does your company follow a sexual harassment and/or nondiscrimination policy? Yes/No	GRI 103: Management Approach 2016*		Page 16
	S7. Injury Rate	Percentage: Frequency of injury events relative to total workforce time	GRI 403: Occupational Health and Safety 2018		Page 17
	S8. Global Health & Safety	Does your company follow an occupational health and/or global health & safety policy? Yes/No	GRI 403: Occupational Health and Safety 2018		Page 17
	S9. Child & Forced Labor	S9.1) Does your company follow a child and/or forced labor policy? Yes/No S9.2) If yes, does your child and/or forced labor policy also cover suppliers and vendors? Yes/No	GRI 103: Management Approach 2016*		Yes, we adhere to UAE laws.
	S10. Human Rights	S10.1) Does your company follow a human rights policy? Yes/No	GRI 103: Management Approach 2016*		Page 16

	METRIC	CALCULATION	CORRESPONDING GRI STANDARD	RELEVANT SDGs	PAGE NO.
Social		S10.2) If yes, does your human rights policy also cover suppliers and vendors? Yes/No			No
	S11. Nationalization	S11.1) Percentage of national employees S11.2) Direct and indirect local job creation			Page 19 Page 19
	S12. Community Investment	S12.1) Amount invested in the community, as a percentage of company revenues			No Amount Invested
Governance	G1. Board Diversity	G1.1) Percentage: Total board seats occupied by men and women G1.2) Percentage: Committee chairs occupied by men and women	GRI 405: Diversity and Equal Opportunity 2016		Page 23 Page 24
	G2. Board Independence	G2.1) Does company prohibit CEO from serving as board chair? Yes/No	GRI 102: General Disclosures 2016		Yes

Governance		G2.2) Percentage: Total board seats occupied by independents		Page 24
	G3. Incentivized Pay	Are executives formally incentivized to perform on sustainability? Yes/No	GRI 102: General Disclosures 2016	No
	G4. Supplier Code of Conduct	G4.1) Are your vendors or suppliers required to follow a Code of Conduct? Yes/ No G4.2) If yes, what percentage of your suppliers have formally certified their compliance with the code?	GRI 102: General Disclosures 2016 GRI 103: Management Approach 2016*	 <p>The company is following general trade practices as per industry standards.</p>
	G5. Ethics & Anti-Corruption	G5.1) Does your company follow an Ethics and/or Anti-Corruption policy? Yes/No G5.2) If yes, what percentage of your workforce has formally certified its compliance with the policy?	GRI 102: General Disclosures 2016 GRI 103: Management Approach 2016*	 <p>Page 16</p>

	METRIC	CALCULATION	CORRESPONDING GRI STANDARD	RELEVANT SDGs	PAGE NO.
Governance	G6. Data Privacy	<p>G6.1) Does your company follow a Data Privacy policy? Yes/No</p> <p>G6.2) Has your company taken steps to comply with GDPR rules? Yes/No</p>	GRI 103: Management Approach 2016*		<p>No</p> <p>Potential areas are being evaluated, to be covered in subsequent reports.</p>
	G7. Sustainability Reporting	<p>G7.1) Does your company publish a sustainability report? Yes/No</p> <p>G7.2) Is sustainability data included in your regulatory filings? Yes/No</p>			<p>Yes, this is our third sustainability report.</p> <p>Yes</p>
	G8. Disclosure Practices	<p>G8.1) Does your company provide data to sustainability reporting frameworks?</p> <p>G8.2) Does your company focus on specific UN Sustainable Development Goals (SDGs)? Yes/No</p> <p>G8.3) Does your company set targets and report progress on the UN SDGs? Yes/No</p>			<p>No, we will be considering in future for necessary disclosures.</p> <p>Yes</p> <p>No, we will be considering in next report for necessary disclosures.</p>

	METRIC	CALCULATION	CORRESPONDING GRI STANDARD	RELEVANT SDGs	PAGE NO.
Governance	G9. External Assurance	Are your sustainability disclosures assured or validated by a third party? Yes/No	GRI 102: General Disclosures 2016 * GRI 103: Management Approach 2016 is to be used in combination with the topic specific Standards		We chose to have internal assurance this year since it is our second year of reporting.





## Contact

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