

Principle 1.

Most of the human rights issues are fully considered and fully respected at MMD. All the employees of the group are well treated, fairly appraised on annual basis, and compensated financially and morally based on their achievements and work. Therefore they are motivated and are more productive.

All safety measures are applied at the work places- offices and factories – and health issues are also taken into consideration. 2 ambulance cars are available at MMD in case of emergencies and all employees are insured health wise.

Principle 2

There is no formal association of employees in the group but there is an informal system of the employees talking to their managers who in turn raise the issues to Senior Management in order to make decisions.

There is also in the Group a second form of association / fund that works for the benefit of the employees and provide services and financial help to them when needed. This association has a number of elected employees who change every year.

Principle 3.

MMD does not hire anyone by force or keep any employee by force. Child labour is not used at all. The minimum age of young employees who are used on part time basis is 18 years, and those are usually trainees still at university who can perform small jobs to learn and earn some money.

All employees, even part-timers, have contracts and are insured – medically and socially.

The hiring and firing policy of the group is based on the Egyptian labour laws. Even when hiring employees for certain reasons, they are well compensated as per the law has indicated.

Principle 4.

Equal opportunities are given to everyone when hiring for a new position or a vacant

one. The only thing that counts is the qualifications and the competencies that are

required by and for the job itself.

In MMD, there is a tendency to hire more males than females just because of the

nature of the job as the group's main focus is on the sales and direct distribution to the

Point of Sales, which is a job more suitable for males in this part of the world.

Even internally when a job becomes vacant, an internal announcement is made first trying to recruit from within, which motivates people.

Equal opportunities are also given for training.

There is a system for hiring people, evaluating them, training the, and rewarding them on their achievements. The system applies to everyone ensuring that there are no discriminations at all. Promotions and good work are announced to show the employees how others advance and also to motivate them.

We really interested about Environmental preservation and recycling contract but we didn't have any project till now may be in the future we have