

United nation Global Compact
Misr Contracting Co.
Communication on Progress Report

Misr Contracting Company

Company Profile – 2012



About Encon Group

Encon is a group of companies established in 1979 to positively contribute to the housing dilemma in Egypt. The group developed over the past 3 decades to include activities in the following fields:

- Real estate investment & development for economic, medium, & luxurious housing
- General contracting
- Operation of commercial and sporting centers
- Manufacturing of building solutions
- Agriculture

About Misr Contracting Co.

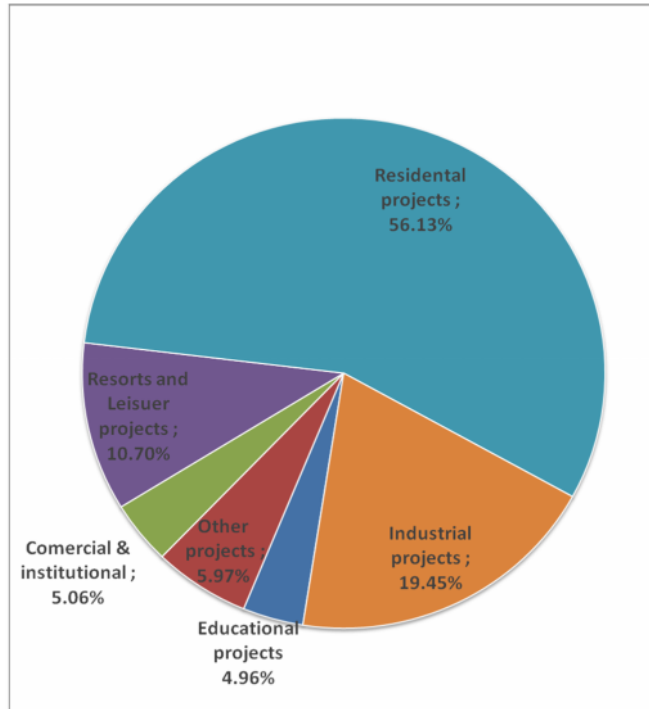
Misr Contracting Company was established in 1980 with the aim of specializing in general contracting for residential and commercial projects in Egypt. Over the course of its 30 years of operations, the company has successfully delivered more than 8000 housing units, educational facilities, commercial complexes, and beach resorts with over 250 million Egyptian Pounds worth of revenues.

The company increased its turnover by more than 10 folds in the past 4 years. Recent changes to the corporate governance, restructuring efforts, and adopting project management practices contributed significantly to the growth of the company.

Scope of Work

The company has successfully erected projects of various natures over its lifetime. The current works that fall within the scope of work are:

- Residential Projects
- Educational Projects
- Office Buildings
- Commercial Projects
- Industrial projects
- Resorts and Leisure projects



Objectives

We understand that there is a need in Egypt for medium sized contractors that can deliver big results, efficiently, on time, with appropriate quality, and at the right price. We are therefore directing our efforts towards finding alternative solutions to the traditional building systems that can help develop the economic housing sector of the industry. We are determined to develop these solutions and utilize them efficiently.

Board of Directors

The company's board of directors has been putting its efforts into restructuring the company and increasing its capacity and efficiency. The board managed to increase the company's turnover from 3 million to 40 million in only 4 years. The members of the BOD are:

Eng. Mohamed El Sawy

CEO

El Sawy is the son of the founder of the group of companies, which gave him the opportunity to learn the tricks of the trade early on. Refining his knowledge with a degree in construction project management, he managed to develop the company to comply with modern project management principals. His drive for positioning the company amongst Egypt's finest housing contractors reflected on the company's performance in a short time. El Sawy is on the board of directors of several other companies in real estate development, manufacturing, and

Eng. Nagwa Azmy

Board Member

Azmy has developed the Encon group of companies for the last 23 years as CEO and Chairperson of the group. She is the CEO of two companies, a member of the board of directors of several companies, and works closely with a few NGOs. Her creativity, determination, and expertise in contracting contributed to the growth of the company over the past years.

Mr. Ahmed Farid

CFO

Farid helped develop and operate several businesses in Egypt and the Gulf area. His involvement in a unique variety of operations brought advanced financing principals to the company, contributing to the vast turnover increase over the last three years. Farid is the CFO for the group of companies, and assisted in several real estate and contracting policy-making taskforces over the years

Our Projects

Misr Contracting Co. has developed several projects over its 30 years of operations. Some of the most important projects are:

OWNER / CLIENT	PROJECT START YEAR	TOTAL CONTRACT VALUE (LE)	LOCATION	PROJECT NAME AND DESCRIPTION OF WORK	
A RESIDENTIAL					
Ministry of Defense	2012	7,500,000	Bourg El Arab-Alexandria	<u>Bourg El Arab Project</u> 3 residential building	1
EMAAR	2012	Indefinite scope	New Cairo	<u>MIVIDA</u> Finishing Works – Subcontract from Orascom Construction Industries	1
SODIC	2011	7,500,000	6th of October	<u>ALLEGRIA – THE HILL</u> Civil Works Subcontract from Hassan Allam Construction	2
ROOYA	2011	Indefinite scope	New Cairo	<u>STONE PARK</u> Civil Works	3
Engineering Construction Co.	2010	10,000,000	Sheikh Zayed, Greater Cairo	<u>Zayed Residence</u>	4
Palm Hills	2010	11,000,000	6th of October	<u>Golf extension Villas</u>	5
MAC Carpets	2010	7,320,000	10th of Ramadan City	<u>Housing for MAC Workers</u>	5
Palm Hills Development	2009	13,000,000	6th of October	<u>PALM PARKS</u> Civil Works – Subcontract from Hassan Allam Construction	6
Police Projects Development Unit	2009	59,000,000	Nasr City, Cairo	<u>Al Sanabel Towers 3, 4, & 5</u> Civil ,finishing and electromechanical works	8
Engineering Construction Co	2009	2,800,000	Mohandeseen	<u>KHAN YOUNIS</u> Civil and Finishing Works	9
SAMCRETE	2008	3,000,000	Cairo-Alex Road	<u>PYRAMIDS HEIGHTS</u> Civil and Finishing Works	10
Engineering Construction Co.	2007	12,000,000	Obour City, Greater Cairo	<u>Bandar Al-Obour 8 Residential buildings</u> Civil ,finishing and electromechanical works	11

OWNER / CLIENT	PROJECT START YEAR	TOTAL CONTRACT VALUE (LE)	LOCATION	PROJECT NAME AND DESCRIPTION OF WORK	
Police Projects Development Unit	2007	26,000,000	Maadi, Cairo	<u>Al Amal North & South Towers</u> Civil ,finishing and electromechanical works	12
RED SEA TOURISM COMPANY	2005	10,000,000	Ras Sedr	<u>MOON BEACH RESORT AND HOTEL</u> Civil, Finishing, Electromechanical and Infrastructure Works	13
PRIVATE OWNER	2004	1,200,000	New Cairo	<u>MIRAGE CITY PHASE 2</u> Civil and Finishing Works	14
PRIVATE OWNER	2003	800,000	El Alamain	<u>MARINA EL ALAMAIN</u> Finishing, swimming pools and landscape works	15
PRIVATE OWNER	2002	1,750,000	Hurghada	<u>MERIDIAN MAKADI BAY</u> Civil and Finishing Works	16
PRIVATE OWNER	2002	1,800,000	Zamalek	<u>ZAMALEK PENT HOUSE</u> Construction and finishing works for a two story luxurious penthouse on the 23rd and 24th floors in Zamalek area including roof swimming pool.	17
Authority for Development of new urban complexes	2001	2,000,000	1st Complex, Greater Cairo	<u>Completion of buildings</u>	18
Misr Investment & Development Co.	2000	2,025,000	5th Complex, Greater Cairo	<u>Completion of 17 Residential Buildings</u>	19
Engineering Construction Co.	1998	14,000,000	Nasr City, Cairo	<u>Al-Marwa New Towers Phase 2</u>	20
Engineering Construction Co.	1996	10,100,000	Nasr City, Cairo	<u>Al-Marwa New Towers Phase 1</u>	21
Armed Forces	1994	17,000,000	Heliopolis, Cairo	<u>Al Amal Tower</u>	22
Authority for Development of New Urban Complexes	1990	18,000,000	1st complex, Greater Cairo	<u>960 Low Cost Residential Units</u>	23
Engineering Construction Co	1989	5,000,000	Heliopolis, Cairo	<u>Sarah Tower</u>	24
Engineering Construction Co.	1987	7,200,000	Helwan City	<u>Al Marwa Helwan Complex</u>	25

OWNER / CLIENT	PROJECT START YEAR	TOTAL CONTRACT VALUE (LE)	LOCATION	PROJECT NAME AND DESCRIPTION OF WORK	
10th of Ramadan Authority	1985	5,206,953	10th of Ramadan Authority	<u>31 Residential Buildings</u>	26
General Authority for Housing & Development	1985	2,790,383	Helwan City	<u>21 Residential Buildings</u>	27
Marwa Co. for Residential Development	1984	12,000,000	Haram, Giza	<u>El Faysaleya Residential Complex</u>	28
Cooperative Association for Engineers Housing	1983	29,489,000	Nasr City, Cairo	<u>First of May Residential City</u>	29
Cooperative Association for Egyptian Expats	1979	25,000,000	Heliopolis, Cairo	<u>Al Marwa Residential Towers</u>	30

B COMMERCIAL and INSTITUTIONAL

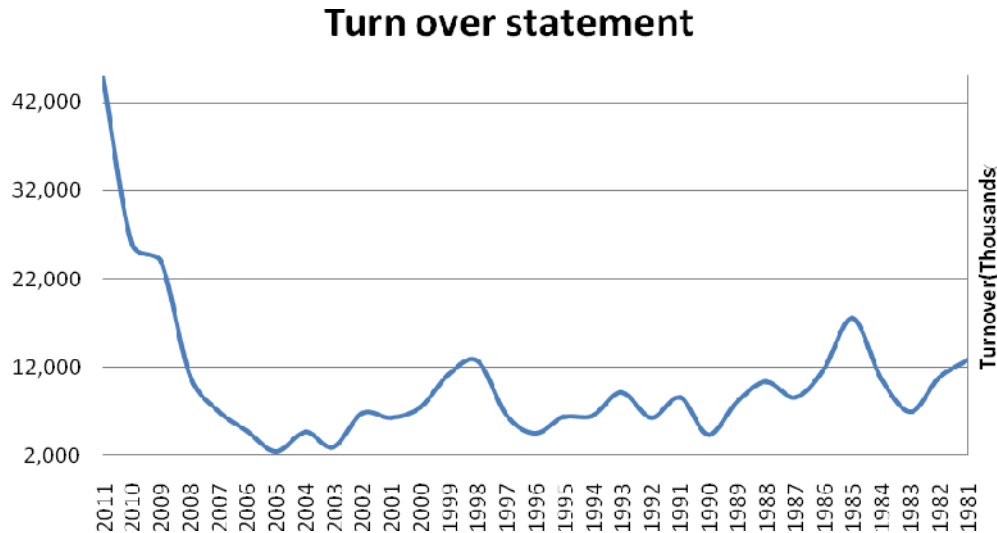
HOLZTEC	2009	600,000	Designopolis, Sodiq	<u>HOLZTEC SHOWROOM</u> Finishing and Electromechanical Works	1
EL SHARKAWY GROUP	2008	750,000	Heliopolis	<u>SKODA SHOWROOM</u> Finishing and Electromechanical Works	2
FINE FOODS COMPANY	2006	1,000,000	Heliopolis	<u>VIAGGIO RESTAURENT</u> Finishing and Electromechanical Works	3
Authority for 15th of May City	2001	2,770,000	15th of May City	Commercial Complex	4
SAMCRETE	2001	3,500,000	Boulak Area	<u>SAMCRETE ADMINISTRATION BUILDING</u> Civil Works	5
6th of October Association	2000	2,176,400	6th of October City	Permanent Showroom	6
TECHNOTRADE	1998	1,600,000	World Trade	<u>MERCEDES AND LANDROVER SHOWROOMS</u> Finishing works	7
NATIONAL AUTOMOTIVE COMPANY (MERCEDES)	1994	1,500,000	Mohandeseen	<u>NATCO ADMINISTRATION</u> Remodeling, finishing and renovation Works - Turn key job	8

OWNER / CLIENT	PROJECT START YEAR	TOTAL CONTRACT VALUE (LE)	LOCATION	PROJECT NAME AND DESCRIPTION OF WORK	
RESORTS and LEISURE					C
Cooperative Association for Engineers Housing	1982	5,789,842	North Coast, Marsa Matrouh	Syndicate of Engineers Resort	1
Engineering Construction Co.	1982	8,000,000	North Coast, Marsa Matrouh	<u>Tayebat Al-Boushra Resort</u>	2
Engineering Construction Co.	1987	7,000,000	Kabrit, Suez City	Aseelah Resort	3
Misr Investment & Development Co.	1990	6,455,464	Downtown, Marsa Matrouh	<u>Al-Madyafa Residence and Hotel</u>	4
D INDUSTRIAL					
ECAN PHARMA	2009 / 2011	60,000,000	El-Obour City	<u>ECAN PHARMACAUTICALS</u> Project management contract for civil, finishing and electromechanical works	1
SONAT INVESTMENTS	2000 / 2001	1,100,000	Alexandria	<u>CORONA CHOCOLATE FACTORY</u> Remodeling and renovation works.	2
EGYPTIAN GERMAN AUTOMOTIVE (MERCEDES)	1997 / 1999	3,400,000	6th of October	<u>MERCEDES BENZ ASSEMBLY FACTORY</u> Construction of major packages of the Mercedes-Benz car assembly factory including steel structure workshops 4600 m2 each, 3 story 600m2 administration building and car paint shop - Turn key job.	3
NATIONAL AUTOMOTIVE COMPANY (MERCEDES)	1995 / 1996	1,600,000	Fom El Khalig	<u>NATIONAL AUTOMOTIVE SERVICE STATION</u> Construction of a 100 car capacity service station including electromechanical works.- Turn key job	4
AL AHRAM COMPANY FOR METALS	1994 / 1995	1,600,000	10 of Ramadan Industrial Area	<u>AL AHRAM FACTORY FOR METALS</u> Construction of a 6000 m2 metals production factory including all electromechanical works - Turn key job.	5
MISR COLD STORES	1990 / 1992	1700000	Giza	<u>AL AHRAM COLD STORES</u> Construction of a 3000 ton extension and reconstruction of the reinforced slab on grade of the existing parts. All works were executed while existing cold store was in operation.	6

OWNER / CLIENT	PROJECT START YEAR	TOTAL CONTRACT VALUE (LE)	LOCATION	PROJECT NAME AND DESCRIPTION OF WORK	
NATIONAL AUTOMOTIVE COMPANY (MERCEDES)	1990 / 1991	1400000	El Dokki	<u>MERCEDES NATIONAL AUTOMOTIVE SERVICE STATION</u> Renovation of maintenance workshop and show room- Turn key job.	7
E- Educational					
Authority for Development of new urban complexes	2005	5,830,000	1st Complex, Greater Cairo	<u>School Complex</u>	1
NATIONAL COMPANY FOR EDUCATION	2002	3,000,000	Katameyah	<u>AL KARMA LANGUAGE SCHOOL</u> Civil, Finishing and Electromechanical Works – Turn key job	2
Authority for Development of new urban complexes	2001	2052000	1st Complex, Greater Cairo	<u>25 Classroom School Completion</u>	3
MINISTRY OF EDUCATION	1992	2160000	Mokatam	<u>NATIONAL EXAMINATION CENTER</u> Civil and Finishing Works	4
10th of Ramadan City	1991	2295090	10th of Ramadan City	<u>Student Housing</u>	5
F OTHER PROJECTS					
6th of October City	2005	2,400,000	6th of October City	<u>El Sharara Project's Infra-Structure Works</u>	1
Misr Investment & Development Co.	1994	2,100,000	Nasr City, Cairo	<u>Construction of Traffic Unit</u>	2
Police General Authority	1991	2,500,000	El Natroun Valley, Marsah Matrouh	<u>Prison Cells</u>	3

Turn Over Statement

The following graph shows the development of the annual turnover of the company over the last 30 years. The 2010 value is based on in-hand contracts at present time.



Previous and Current Clients

The company has developed projects for several clients over its 30 years life span. Amongst those clients are:

- Engineering Construction Company
- Misr Investment and Development Company
- General Authority for Housing and Development
- Nasr City for Housing and Development
- Housing and Development Bank
- Police General Authority
- Police Projects Development Unit
- MAC Carpets Co.
- Cooperative Association for Egyptian Expats
- El Sharara Cooperative Association
- Emaar
- Sodic
- Rooya
- Palm Hills
- Samcrete
- Red Sea tourism Company

- National Automotive Company
- Ministry of Education
- Ecan Pharma
- Sonat investment
- Egyptian German Automotive (Mercedes)
- Al Ahram Company for Metals
- Techno trade
- Holztec
- El Sharkawy Group
- Fine Foods Company

Consultancy office

The company dealt with several consultants. Some of these consultants are:

- Office of Dr. Ali Abdel Rahman
- Office of Dr. Medhat Dora (Space)
- Office of Dr. Mohamed Abdallah Eissa
- Office of Dr. Maher Abdel Salam
- Office of Dr. Raef Fahmy (AURA)
- Office of Dr. Ezzat Abu Omeira
- Misk Consultant Office
- Eng. Ahmed Azmy Consultancy office (Amar Consult)

Legal Status

Established with accordance to Law number 26 / 1980 as of 1/3/1980 and working under law 43 / 1974.

Paid in Capital: 3'000'000 LE

Tax Card Number (354 Investment Taxes) - issue date 1/4/1984 – Investment Tax Branch.

Commercial Registry Number: 201790 Cairo

Registration number in Egyptian Syndicate of Contractors: 579 – Second Category – General Contracting.

Sister Companies

Misr Contracting Company is part of a group of companies (Encon Group). These companies are:

Engineering Construction Co.

Misr Investment & Development Co.

Misr Anshas for Agriculture & Food Production

Engineering Co. for Sports and Touristic Centers



Contact Details

Misr Contracting Co.

1 Al Marwa New Towers,
Ahmed Tayseer St.
Koleyet El Banat – Heliopolis
Cairo, Egypt

E-mail: info@encon-group.com

Tel: +202 2690 9019

Fax: +202 2690 6811

Mobile: +
201 4441 1122

PROJECTS GALLERY



Al-Amal Towers



Bandar El Obour 8 Residential Buildings



Al Sanabel Towers – three Buildings



Al Marwa New Towers



Zayed Residence



Golf extension villas- Palm Hills



Khan Younes Building- Mohandeseen



Encon Administration Building



Karma School



National Examination Center



Mercedes Benz Assembly Factory



National Examination Center



Mercedes Benz (National Automotive Service Station) 1



Mercedes Benz (National Automotive Service Station) 2



AlAhram Cold Store



MIVIDA - Emaar



**Allegria -
SODIC**



Stone Park - ROOYA

Statement of continued support for the global compact :

Misr contracting company taking major steps since its foundation towards the development of individuals, community and society. The ten principals of corporate social responsibility is an integral part of our strategy, culture and day to day operation. Accordingly, we support and commit to the UN global compact and we aim to move forward to all its principals.

Misr contracting Company started its effort to implement the ten principles of United nation Global Compact as the following :

Human Rights

Principle no. 1:

Businesses should support and respect the protection of internationally proclaimed human rights.

Principle no. 2:

Business should make sure they are not complicit in human rights abuses

• Our Commitment or Policy

Misr contracting support and respect the protection of international human rights within our sphere of reference. We make sure our own operation is not complicit in human rights abuses. Our company is an equal opportunity company. We strongly support all candidates to apply and/or working in our team regardless: gender, religion, origin and shape.

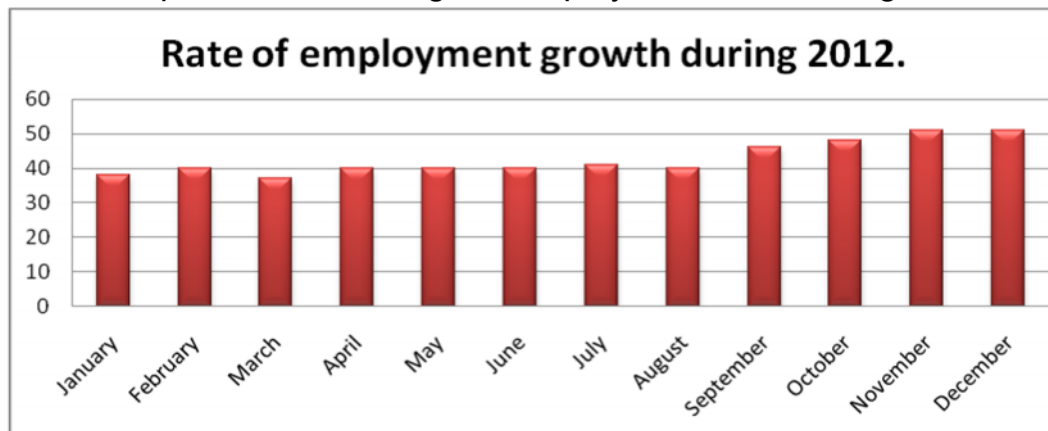
• Communicating progress related to human rights field :

- Misr contracting company add human resource department to the staff who published a new Employees Guide and procedures for the employees to provide them with all information on working conditions, benefits, rights and duties, recruitment policy.

- Improve our work place by providing safety conditions in Head office and work sites by implementing occupational safety and health as by :
 - Put strict instruction to wear safety uniform and helmet for our engineers and our workers.
 - Medical and health care insurance for all employees
 - Fire fighting system.
- Imposition of sanctions and disciplinary sanctions for any type of sexual harassment.

– **Measurable Results or Outcomes**

- HR department is raising the employment as following chart :



Labour Standards

Principle No. 3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

Principle No. 4

Businesses should eliminate all forms of forced and compulsory labour.

Principle No. 5

Businesses should uphold the effective abolition of child labour .

Principle No. 6

Businesses should eliminate discrimination in respect of employment and occupation.

- **Our Commitment or Policy**

- **Misr contacting belief in labor rights is part and parcel of its business day to day practices whether inside or outside the institution. The continuous growth and profitability of the bank has made it possible to create job opportunities and increase year over year employment rate by 30%. Respecting employees working rights and believing in their valued contributions to the organization.**

- **Communicating progress related to labour field**

- Uphold the elimination of discrimination in respect of employment and occupation, our company does not discriminate between its employees regarding their race , religion or gender .

recruitment:

- The Company institute policies and procedures for recruitment based on qualifications, skill and experience and the staff of human resource is recruiting with full impartial without nepotism, the nomination of applicant is depend on job requirements, applicant qualifications including education, previous experience , skills and the ability to do the job .
- "job offer "is produced to the selected applicant by HR department contains : job title , Department or project , Salary , benefits .
- Employment contracts are stating the terms and conditions of service, all employees' rights: salary, social security and their duties. Signed by the new employee and CEO.
- The company is recognizing to reach 5 % of total staff in hire people with disabled.

Working hours :

- Company is committed to working hours set by Egyptian law, any extra hours is calculated as over time.
- Official Paid holidays: all Muslim and Christian Holidays are paid.

Maternity protection:

- The company provide paid Maternity leave of 90 days for employed women
- Nursing Mothers are allowed to leave the company one hour earlier than the regular schedule daily time.

Child labour :

- No child labour is allowed in our company (not less than 18 years old)and close this term the contracts with our subcontractors .

Performance appraisal:

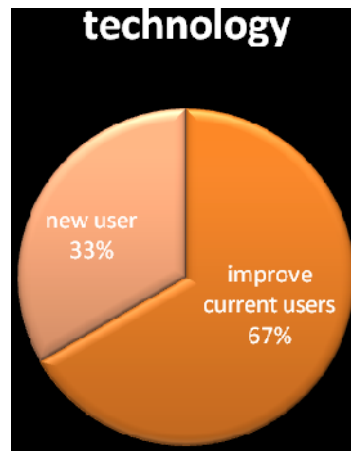
- Our HR department created system to evaluate employees, first one after three months from hiring and the next one is annual appraisal.
- The performance appraisal process as a positive interaction and provide a permanent connection between the staff and their managers.
- Evaluate the performance is made by the employee direct manager on the appraisal form and is negotiated it with the employee and he can object to the evaluation, Human resource department active these evaluations by:
 - Fixed probationary employee.
 - granting of annual premium or extra incentive.
 - Training course to improve weakness points and gain more skills.

Training:

HR department prepare Annual training plan according to the performance assessment of the employees and Department manager plan to improve employees performance and to increase their knowledge and skills.

- Measurable Results or Outcomes:

- The outcomes of Training plan in the Technology courses are as follows

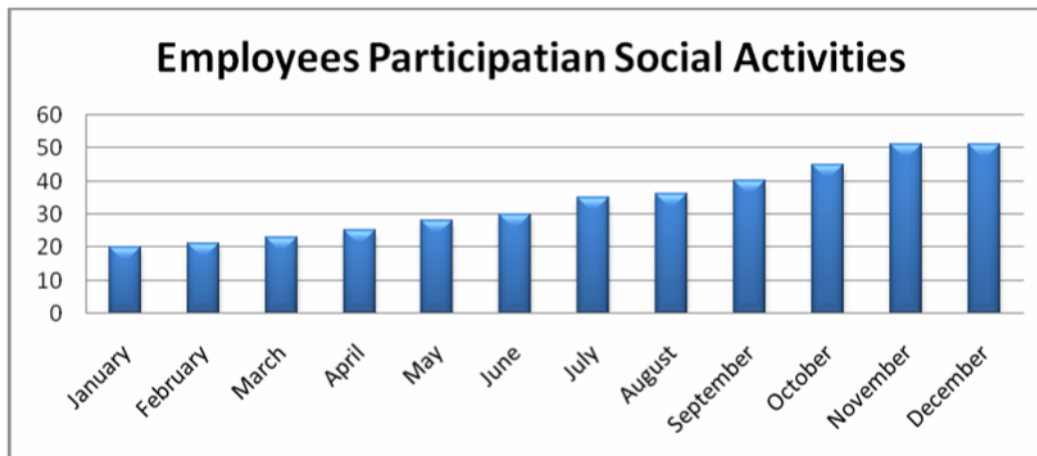


Employee suggestion system

The company seeks to guarantee freedom of individuals to participate in his opinion and creative ideas, through forming of a committee to study proposals and award winners.

Social activities:

Create new social activities: Sport days and birthdays celebrations, which makes employees engaged each other to keep good relations among them and get some entertainment for the renewal of their activity.



Environment

Principle No. 7

Businesses should support a precautionary approach to environmental challenges.

Principle No. 8

Businesses should undertake initiatives to promote greater environmental responsibility.

Principle No. 9

Businesses should encourage the development and diffusion of environmentally friendly technologies.

- **Our Commitment or Policy**

Our company policy is ensuring workplace health and safety and preventing physical risks such as high temperature in workplace, noise and vibrations, high/low light, risky and dangerous emissions, static and dynamic electricity as well as explosions risks. Also the policy states the Company's commitment towards saving the energy in all its activities and projects.

- **Communicating progress related to Environment field**

- Employees are requested to consider saving the environment while performing their daily tasks, each within his/her work area, i.e., paper recycling, economical printing...etc.
- Company offices is no smoking area .

- **Measurable Results or Outcomes**

- Energy saving benefits have been achieved after using energy-saving bulbs when we renovated the company's headquarters .

Principle # 10

"Businesses should work against corruption in all its forms, including extortion and bribery."

- **Communicating progress related to Anti Corruption field**
 - Our Company policy The company does not allow any kind of corruption and any type of bribery and is introducing anti-corruption policies and programs within our manual guide and operations i.e. any gift in prohibition list.
 -
 - **Measurable Results or Outcomes.**

As Misr contracting company is still a new member in the Global Compact and has recently begun modifying and tailoring its work policies and strategies to adapt with the 10 principles of the Global Compact, therefore, the company remains in the monitoring and evaluation process of all applied policies and actions in human rights, Labor, environment and anti corruptions areas with keeping the mentoring by next year, the company will be presenting more detailed statistics on achieved results using well-known measurement indices.