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RAYESS  
KINGDOM  
GROUP

## COMMUNICATION ON PROGRESS – THE GLOBAL COMPACT



Rayess Shipping



Communication On Progress | Rayess Kingdom Group



## Contents

Communication on Progress Report .....	3
Company at-a Glance:.....	5
Human Rights & Labor Standards .....	7
• Rayess Experience:.....	7
• Action Taken & Impact Achieved in 2007 and plans for 2008: .....	8
Environment.....	10
• Rayess Experience:.....	10
Plans for 2008: .....	11
Anti-Corruption.....	11
• Rayess Experience:.....	11
Plans for 2008: .....	12



## Communication on Progress Report

June, 2006 was a perfect date for Rayess Kingdom Group companies to mutually join the Global Compact and to share the world leading organizations' and corporations' vision toward the Ten Principles and toward the real need for high standards of Corporate Social Responsibility.

Our participation at the Global Compact Leaders Summit on July, 2007 was our biggest delight as we could see, feel, and touch the global interest reflected in the Global Compact that would eventually result in a better future for Mankind.

Being the first Syrian participant in the Global Compact we take it on our shoulder to spread the word locally and to support the UNDP in launching the Global Compact Local network in Syria in 2008. We understand our responsibility toward our community and we are working toward spreading the word through various publications to increase corporations' and individuals' awareness and to help them understand their key role too.

Rayess Kingdom Group, a Group For Life, heavily believe in her main competitive advantage and core of success "Humans." We do our best to sustainably develop our strategy and performance to meet the ongoing development and changes in the world markets to ensure the best possible atmosphere in relation to the ten principles: Human Rights, Labor Rights, Environment and Anti Corruption.



# Rayess Kingdom Group

A copy of this report will be available on our website as soon as possible to help spreading the word and to help our employees, partners and customers better understand the role we are playing for a better future so they can set their's too.

Finally, let us soon welcome the Global Compact in Syria!

## **We Support The Global Compact,**

Khaldoun M. Rayess  
Managing Director  
**Rayess Kingdom Group**  
**A Group For Life!**

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## Company at-a Glance:

Rayess Kingdom Group – A Group For Life – is a Syrian local family company that consists of the following companies:

- Rayess Shipping Co
- Rayess Trading
- Rayess Marine Services

We move, trade, and serve bulk shipments and bulk vessels, concentrating on raw materials. We understand the importance and the environment risks of dealing with such materials and we always do our best to invest in sustainable development to help our suppliers and partners to increase efficiency, productivity, and keep environment on top of our priorities.

The Slogan “A Group For Life” stands for the importance of the services that we do, stands for the procedures that we use to prioritize our lists putting life, humans, and environment on the top. We are humans serving humans for the benefit of the Human Kind and the coming generations while giving the environment the highest care.



## Launching The Global Compact Local Network in Syria, 2008:

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After signing the Global Compact ten principles we have been driven since then by our ambition to spread the word over all of the Syrian companies and all of our partners worldwide. We have been following closely the launch of the Global Compact Syria and have been partnering with the UNDP to ensure fruitful discussions with the Syrian respectful government represented by State Planning Commission and other Ministries. In close we walk with the UNDP to draw the needed strategic planning and any other activities requested from us to ensure having as much as possible of the Syrian local participants locally registered and committed to the Ten Principles and to higher quality of productive CSR projects.



## Human Rights & Labor Standards

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2: make sure that they are not complicit in human rights abuses.
- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4: the elimination of all forms of forced and compulsory labor;
- Principle 5: the effective abolition of child labor; and
- Principle 6: the elimination of discrimination in respect of employment and occupation.

### Rayess Experience:

At Rayess Kingdom Group we give equal attention to Human Rights and Labor Standards as any break to any would eventually break the whole.

We strongly believe and follow the above Global Compact principles and we do our utmost to reflect this in our daily performance and to say out the word in any opportunity.



We at Rayess Kingdom Group Companies do not in any way support or work in any environment where humans' rights are abused or misused. We support and respect the protection of internationally proclaimed human rights.

Our ethical policies are built against child labor; our community would grow on the shoulders of the coming leaders who are "the children." We cannot expect better future unless we give better educational chances for the children of Syria and eventually the children of the world.

We do not discriminate against any human, regardless of race, sex, color or religion and therefore we do our utmost to protect the equal employment opportunity that we offer at our offices.

## **Action Taken & Impact Achieved in 2007 and plans for 2008:**

Our HR department has been doing good job in increasing job flexibility re-scheduling all of our employees' working-time and hours so it better meets their social and family needs, reduce work pressure, and still give the needed performance to boom our company's position in the local and international markets.





# Rayess Kingdom Group

Our company's culture encourages employees to share their opinions, point of views, and suggestions about how to improve our work conditions, the way we do

business, and even how to better co-ordinate with our customers and how to better evaluate potentials.

Rayess Group encourages and supports financially her internal-partners (employees) to follow the "LLL" Life-Long-Learning so they can reach higher while helping the company to get better and healthier. Rayess Group is willing to increase employment every year to help expanding her business and to actually implement the most important shapes of CSR.

Working closely to launch the Global Compact local network in Syria; we will suggest and support the launching of various discussion forums about labour rights and about the importance of the continuous investment in human resources to increase their knowledge and therefore increase their productivity, efficiency, and their understand of their rights and duties.

Rayess Group is committed to being an equal opportunities organization. Rayess Group does not accept to fail or refuse to hire or to discharge any individual, or otherwise to discriminate against any individual with respect to his compensation, terms, conditions, or privileges of employment, because of such individual's race, color, religion, sex, or national origin. Our partners, agents, and customers will be expected to abide by the policy locally and internationally. "The policy will be published by 2008 - 2009 on our website."



## Environment

- Principle 7: Businesses should support a precautionary approach to environmental challenges;
- Principle 8: undertake initiatives to promote greater environmental responsibility; and
- Principle 9: encourage the development and diffusion of environmentally friendly technologies.

### Rayess Experience:

Rayess Kingdom Group is committed to support a precautionary approach to environmental challenges; undertake initiatives to promote greater environmental responsibility; and encourage the development and diffusion of environmentally friendly.

Rayess Group management together with each company's management, have been doing their best to sustainable develop the ways and tools we use to load or discharge our vessels so we can ensure healthier loading/discharging operations that would ensure continuous supply of the high needed materials to the markets while ensuring that non would be affected on the long run neither the environment nor the coming generations.



## Plans for 2008:

We will be closely working with the UNDP to increase the awareness toward climate change and the need to sustainable develop the way we do business so we can avoid any serious damage to our markets and eventually ensure continuous profitable business to all including Mother Nature.

## Anti-Corruption

- Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

### Rayess Experience:

We strongly believe that Businesses should work against corruption in all its forms, including extortion and bribery.



## Plans for 2008:

Anti corruption is a very important issue that we will be following together with the UNDP when launching the Global Compact Local Network in Syria so we can ensure healthier companies that can better serve the society around.