

Global Compact

Communication on Progress

Presented by: Hashem Brothers Co for
Essential oils and Aromatic products / Egypt

March 2008

Part I

C O P

Hashem Brothers Company for essential oils and Aromatic products is a member in the Global Compact since its initiation in Egypt February 2004. We will remain committed to implementing and spreading the 10 principles of the Global Compact, through sustainable efforts as part of our long term vision.

Alaa Hashem
President

Human rights

1- Business should support and respect the protection of internationally proclaimed human rights.

- Human rights policies are an integral part of our internal code of business conduct.

2- Business should make sure that they are not complicit in human rights abuses.

- All our supply chain is 100% free from any human rights abuses.

Labor Standards

3- The freedom of association and the effective recognition of the right to collective bargaining.

- Hashem Brothers Company is always keen to learn and exchange practices with regard to responsible labor relation. A representative from our company have attend the ILO multiforum held in Geneva November 2007. The forum discussed the effective practices in implementing labor principles from various angles.



- Our company respects the freedom of association and upholds the effective recognition of the right to collective bargaining.
- 100% of our employees are now members in Labor Unions and relevant syndicates.
- Our company has hosted meeting at our new site between our labors and their union representatives.

- A wage development scheme is being discussed at our board and will be implemented effective May 2008.
- HB. Has initiated a social and cultural development program aiming at improving the quality of life of our labors and their families.

4- The elimination of all form of forced and compulsory labor.

- Forced and compulsory labor does not exist in Egypt.
- All our employees have freely chosen their employment and are free to quit their jobs upon due notice.

5- The effective abolishing of child labor.

- Our company is 100% free from child labor (i.e. Children under the age of 15 years in accordance with international labor organization ILO convention# 138).
- Trying to demolish the phenomena of Child Labor in the Agriculture sector in Egypt is still on top of our social responsibility agenda. More efforts were dedicated in that regard specifically to address the main reasons for the phenomena of Child Labor which are **poverty** and **illiteracy**.

Case 1

A number of unemployed individuals from villages around our area (Kalyoubeya Egypt) have joined our "Straw Fabrication Program".

The program aims at providing a source of income for those families-/ Palm straws are used for the fabrication of baskets and trays at the farmers' houses and delivered to our company which buys them for the flower picking process.



Case 2

Hashem Brothers new school.

This year will witness the completion of building our second school in the rural area of KAFR ABOU ZAYED village/ Kalyoubeya/ Egypt..

The school will be donated to the ministry of Education in Egypt. This secondary school is expected to operate early September 2008, serving up to 500 students.



The school from inside December 2006



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Case 3

“Upgrading Hashem Brothers Community Service Computer Center”

Hashem Brothers Company expanded its effort this year to develop our Community Service Computer Center, upgrading computers, as well as adding new services.



- Illiteracy eradication classes were held in the center for Drop out kids and grown ups. (up to 5 classes per week.)
- Basic computer skills classes were held for the community, providing the young unemployed personal with new skills, more chances to be easily employed. (Up to 3 classes per week).

Case 4

“Hashem Brothers health care initiative”

In collaboration with the Egyptian Association For Environment and Community Services, HB has partially sponsored a health care program implemented by the Association in one of Cairo poorest area “Mit Okba”.

The program enables poor ladies to join a health care scheme 100% free of charge.

The health care scheme covers all expenses for about 150 unemployed ladies from the area of “Mit Okba”.



A representative from our company together with the president of the Egyptian Association for environmental & Community Services explaining the benefit of the program to the ladies of Mit Okba. (October 2007).

6 – The elimination of the discrimination in respect of employment and occupation.

- In relation to recruitment or conditions of employment, our company does not engage in a support discrimination based on race, caste, national origin, religion, disability, gender, union membership or political affiliation.

Environment:

- 7- Business should support a precautionary approach to environmental challenges.
- 8- Business should undertake initiatives to promote greater environmental responsibility.
 - Our factory and plantations exists in Kalyoubeya governorate which has the largest member of Chicken farms. The large amount of chicken manure resulting from the farms is causing a violation to the environment. Due to the lack of proper procedure, manures is gathered outside the farms and thrown into the desert.

As part of our environmental responsibility, our company has started a new project turning manure into organic compost, to be used in agriculture. Using compost improves soil structure, texture and aeration as well increasing the soil's water- holding capacity. The aim of this project is to spread environmentally friendly techniques in agriculture sector in Egypt. Shifting to organic composts will eliminate the use of chemical fertilizers and its negative side effects on the soil and on the health of the farmers using it. The project also provides new jobs for unemployed people at the area where our factory exists.





9- Business should encourage the development and diffusion of environmentally friendly technologies.

- Hashem Brothers supports and promotes the diffusion of the organic and Biodynamic concepts in agriculture and production process in the agriculture sector in Egypt.

10- Business should work against all forms of corruption including extortion and bribery.

- Hashem Brothers Company supports the anti-corruption initiatives through our internal code of business conduct.

Part III

"The UH Global Compact is an international initiative that brings together companies, UH agencies and labour and civil society organizations in support of ten principles covering human rights, labour and environment. The ten principles are based on the Universal Declaration of Human Rights; the International Labour Organization's Declaration of the Fundamental Principles and rights at work; and the Rio Declaration on Environment and Development."

As a member of the Global Compact, We believe that our business policies incorporate the ten principles since we participate in the Global Compact meetings and workshops.

Below is an index to our performance in living the ten principles. More information and data are available throughout this report and will be shortly published on our website. (www.hashembrothers.com)

Global Compact Principles	Corresponding GRI indicators
1. Business should support and respect the protection of international proclaimed human rights within their sphere of influence	HR1, HR2,HR3,HR4
2. Business should make sure that they are not complicit in human rights abuses	HR2, HR3
3. Business should uphold the freedom of association and the effective recognition of the right to collective bargaining.	HR5, LA3, LA4
4. Businesses should uphold the elimination of all forms of forced and compulsory labour	HR7
5. Business should uphold the abolition of child labour.	HR6
6. Business should eliminate discrimination in respect of employment and occupation.	HR4, LA10, LA11
7. Business should support a precautionary approach to environmental challenges.	3.13
8. Business should undertake initiatives to promote greater environmental responsibility	EN1, EN2, EN3, EN4, EN5, EN6
9. business should encourage the development and diffusion of environmental	EN17
10 – Business should work against all forms of corruption, including extortion and bribery.	