



Al-Mansour Holding Company for Financial Investments

Communication on Progress Report - 2009

Message from the Chairman

Before committing to the principles of the Global Compact, the Mansour Group was, and is, still a believer in the universal principles of the compact. These are the rules and the guidelines that govern our every day's business.

Implicit within the Global Compact is the notion that the task of improving society is a shared social responsibility and need not be left to governments alone. Partnerships must be created between private businesses and organizations of civil societies. These unique partnerships provide a working model that combines the resources of private businesses with the experience and know-how that allows civil organizations, both governmental and non-governmental, to directly impact the community. It is through partnerships such as these that private companies can do the most to help achieve sustainable economic development for their communities.

The Global Compact created a solid framework for businesses worldwide to implement principles that are universally accepted. The Global Compact is actually changing the face of the business world with its principles, that if adhered to would certainly make this world a better place, this network invites companies to respect these principles; all we need to do, is to follow.

Last year, we have issued our first sustainability report; which I am very proud of; and we will continue issuing it every 2 years. I personally commit to continuously support the GC in every aspect I can, and to periodically review the internal policies and procedures to ensure that they are always updated in a manner that reflects the 10 principles.



Youssef Loutfy Mansour

Chairman and CEO

Mansour Group

Background:

The Mansour Group's success story began in 1975 when the late Mr. Loutfy Mansour successfully negotiated for his company to become the national distributor for General Motors. Rapidly expanding, the company now has affiliations with many of the world's global giants, such as Caterpillar, Compaq, IBM, McDonalds, Michelin and Philip Morris.

Mansour Group is Egypt's leading private sector conglomerate with an annual turnover exceeding \$3.1 billion dollars. The Group's core expertise lies in the distribution of world-renowned brands in Egypt, Russia, the Middle East, and Africa - supported by best-in-class customer service. In addition, the Mansour Group maintains an investment portfolio that covers tourism, agri-business, entertainment, and industrial and real estate development.

The Mansour Group now shows an annual turnover of more than three billion US Dollars and employs a work force of more than 13,000 people, making it one of the largest private sector companies in the region.

This COP Report is primarily focused on the manufacturing, distribution, and retailing part of the business known as Al-Mansour Holding Company for Financial Investments and not the entire list of companies that fall under the Mansour Group in Egypt.

This Annual COP report below is covering the year 2009, following on the Sustainability report that covers the period from 2005 – 2008.

Al-Mansour Holding Company for Financial Investments (Formerly known as Mansour Manufacturing and Distribution Group of companies):

One of the group's core businesses today is Al-Mansour Holding Company which entered into its licensing agreement with Philip Morris in 1992 in response to a growing demand by Egyptian consumers for high quality packaged consumer goods.

The companies that comprise the group distribute an extensive range of consumer goods to over 150,000 outlets nationwide, making it the largest distribution group in Egypt. The product portfolio includes the manufacturing, marketing and distribution of Philip Morris world-renowned tobacco brands, Red Bull, as well as a wide variety of own label consumer goods such as; Sunshine Tuna and canned meats, Labanita dairy products, Tea, Yes Juices and Hayat mineral water; and others. The group is also the representative of UPS courier service in Egypt and the agent of Bang and Olufsen in the local market.

In 1998, the holding company ventured into the food retail business by introducing a new supermarket chain by the name of Metro. In a relatively short period of time, the name became synonymous with high levels of service and customer satisfaction. Today, Metro has become the biggest food retail chain in the market with a network of more than 35 outlets stretching to service five different governorates nationwide.

In 2006 the group opened a new chain of supermarket stores in the name of Kheir Zaman that caters to lower income consumers. Today, it has more than 15 branches nationwide. The group has also started with a format of compact stores "Mini Metro" to serve consumers on the go.

The Global Compact:

Al-Mansour Holding Company has committed to the principles of the Global Compact since October 2003 and was one of the founders before the launch of the Egyptian chapter in Feb. 2004. Since then, the group has strongly partnered with the UNDP to implement the principles internally and externally and has committed to help in achieving the MDG's in the areas where it can operate. It also committed to be one of the strongest advocates for the GC principles and the CSR in general. In 2008, the Mansour Group became one of the focal points and the representative of the EGYPT local network.

This document explains how Al-Mansour Holding Company for Financial Investments supports and respects the 10 principles of the United Nations Global Compact initiative.

Human Rights	
Principle 1	Business should support and respect the protection of international human rights within their sphere of influence
Principle 2	Business should make sure they are not complicit in human rights abuses.

Most of the human rights issues are fully considered and fully respected at the group. All the employees of the group are well treated, fair appraisal on an 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 premises in case of emergencies and all employees are insured health wise.

Internally, abuses in human rights are not conducted, and no form of any complicity is done. No form of force is conducted with employees at all. Relocations of employees between the different branches of the group geographically are sometimes done whenever the employees are needed there due to their experience. In those cases, the employees are fairly rewarded by having a convenient home to live in and are also financially rewarded.

Moreover, the company does not undertake any employment discrimination when it comes to hiring employees and only employs the ones who are most qualified for a job. An internal process is even taken first before looking outside the company when there is a job opening that always keeps the employees motivated. Relating human right to CSR projects, the group works with several orphanages to provide basic food stuff to the children, it also works with schools and universities in the fields of education, and supports several reputable funds in case of disasters (Details of projects are at the end under the CSR section).

Al-Mansour Holding Company has been selected as 1 of the 7 core companies of the Global Business Initiative on Human Rights in Business (GBI HR); representing Egypt and the Middle East region at this stage. The GBI HR is an NGO stemming from the GC and focuses on the Human Rights aspect of the businesses based on the GC principles.

The Group is planning on identifying the existing gaps according to the HR matrix, submit the final working plan to management and the GBI, and formalize them in policy formats.

It also plans to start working on the supply chain, in coordination with Metro and the factories (Our sphere of influence) as a pilot test in 2010, to test their general level of commitment towards Human Rights.

Labour standards	
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining
Principle 4	Businesses should eliminate all forms of forced and compulsory labour
Principle 5	Businesses should uphold the effective abolition of child labour.
Principle 6	Businesses should eliminate discrimination in respect of employment and occupation

Mansour Group has developed its activities and assets thanks to its loyal teams which constitute the building blocks of the Group's success. It is due to their performance, their involvement and their motivation that the Mansour Group develops and thrives. Hiring highly skilled individuals, investing in their further development and providing them with fair advancement opportunities is therefore at the core of Mansour Group's "win-win" Human Resources policy. Mansour Group also applies a strict policy regarding an 18 year old minimum age for our workforce across all our operations. The current average turnover rate is 8%.

In order to achieve its high standard demands, Mansour Group selects the most talented people in the market and offers them real career opportunities. Recruitment follows a rigorous process and Mansour Group has zero tolerance for any kind of discrimination when hiring new people – whether it be religious, racial, or gender-based. Annual career and performance reviews are done to all staff employees to ensure their constant motivation. These assessments have also confirmed a zero incident rate with regards to discrimination cases.

Conscious of the creativity and energy youth can bring in to the company, the Group advocates hiring young graduates, yet this is balanced with its recognition of the experience and wisdom of senior workers and the benefit of their input on the work environment. The standard entry level wages at Mansour Group are 30% higher than the local minimum wage levels. A 1:1 ratio is strictly applied to wage policy with regards to gender.

In order to build and retain capable high-performance teams, Mansour Group gives its staff opportunities to continuously develop and improve their skills. This policy has a positive effect on the work-environment and on the staff's sense of satisfaction and accordingly on their productive capacities. The average quality training hours per employee ranges from 3.58 to 50 hours depending on the level of seniority.

Internal Communication It is the company's internal communications policy to sharing its vision, convey the correct messages, be transparent with its information, and keep people updated on the group's current events. This is indicative of how much the company values its staff and respects their right to be fully informed. It is also a way of keeping ties strong between all our employees. In this respect, the company pays a great deal of attention to internal communications as part of the group's Human Resources policy. A website and a quarterly internal magazine have been created for that express purpose.

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.

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.

A compliance committee was formed in 2009 to review and update all the policies, so far 80% of the policies are reviewed and it will be finalized by 2010; moreover, an Employees Code of Conduct and a Suppliers Code of Conduct will be issued afterwards.

We are finalizing the policies and procedures that are based upon the GC principles and the GBI HR in coordination with the compliance committee and we will issue them along with the employees and suppliers code, ensuring that all the GC principles are being implemented in coordination with the personnel, factories and administration.

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

In Seclam Food Processing, one of Mansour's Group Distribution companies, we strive to implement environmental friendly policies. In concordance with the necessity and importance of such policies, Seclam works to adhere to international environmental standards. Our production policies preserve the environment and at the same time present to the market the best possible quality.

Seclam Food Processing has been granted several international quality awards such as the Platinum award for Quality and Best Trade Name in October 2003 in Lebanon for Labanita dairy products; this is a unique award for the renowned international quality and best trade name.

Also Seclam Factory has been accredited the HACCP and ISO 9001 System in respect to food safety management and their quality management, we also received the ISO 14001:2004 System in April 2006. **We had been certified ISO18001, in May 2009. Also we have Quality Mark from ESO (Egyptian standardization organization) in September 2009.**

As pertaining to the three environmental principles in the U.N Global Compact, principal seven, eight, and nine, here is where we stand today:

In our commitment to a high level of social responsibility and in spite of the high costs of waste storage and disposal both in financial as well as in environmental and social terms, Seclam Factory has nevertheless taken what we deem as some necessary precautionary approaches to protect the environment. Seclam Food Processing has signed a contract with Onyx Alexandria for Complementary Services in Waste Treatment. The contract defines modes and conditions by which Veolia implements a system to collect, transport, and eliminates industrial banal waste produced by Seclam Factory.

Steps by which the system is operated:

A. Bin Replacement: 16 Waste bins are distributed along the perimeter of the factory

- B. Waste Removal: **Veolia** is responsible for the removal of waste using a specific truck.
- C. Waste Transport: After removal, waste is transported to a treatment location using transportation means that are adapted to the waste conditions.
- D. Waste Treatment: Dividing waste into recyclable and non-recyclable, this treatment and operation is started immediately on what is recyclable.
- E. Sweeping and Washing: **local services company** sweeps and washes the main streets inside the factory three days a week.

Hayat Company treats and packages bottled water. Hayat is drawn from a natural well 1,000 meters below sea level in the Siwa Oasis. The factory has also been awarded certificates for its efforts in quality manufacturing and safeguarding the environment (ISO 9001, ISO 14000, and ISO 22000).

Hayat has acquired ISO 9001/2000, ISO 22000 and HACCP health and safety certifications. Hayat has also acquired certificates related to quality and food safety management systems and adheres to all food industry safety measures and all personnel working on production lines have accredited certificates from the Egyptian Ministry of Health and Population. Treatment and sanitation equipment are regularly maintained to guarantee the conformity of all products to Egyptian standard 1589/2007.

The company only deals with suppliers whose materials are FDA-approved. Key personnel are trained on ISO 22000 and HACCP standards and all factory personnel are trained in fire fighting procedures by the Egyptian Civil Defense Authority.

I. Water Waste treatment

Our water waste treatment container is designed to process 300 cubic meters of water waste daily due to our processing operations

1. Water waste sent to the waste container
2. Oil and grease separation
3. Biological treatment
4. Collection of oil and grease and the residuals as a result of the biological treatment (Sludge) this sludge is compressed in a specific filter to decrease its volume and to be easily transported and used for other purposes.
5. Modifying pH in accordance to the standards and then releasing it in the public sewage

COD and POD are determines to make sure that they are within the Egyptian and world Standards

II. Preserving Sound Levels:

Another one of Seclam's achievements in applying environmental friendly policies is our Sound levels that was measured by a Sound Level Meter (Quest Model 2700) and found compared to Governmental standards as follows:

Table showing actual figures of measurements:

Kind of engine	Opened door case	Closed door case	Governmental standards according to the environmental Law no 1944
Caterpillar Diesel engine No 1, with a distance of 5 meters away from room	76.5 Decibels	74.1 Decibels	90 Decibels
Caterpillar Diesel Engine No 2, with a distance of 5 meters away from room	85.3 Decibels	83.7 Decibels	90 Decibels
Caterpillar Diesel Engine no.3 , with a distance of 5 meters away from room	85.9 Decibels	74.5 Decibels	90 Decibels

III. Energy Saving Techniques:

Also Seclam Food Processing applies Energy saving Techniques such as:

• Water Consumption Saving

1. Installing regular valves at water hoses
2. Controlling the water consumption by installing flow meters.
3. Preventive maintenance program to prevent water leakage
4. Using a closed circuit to save water consumption.

• Power Consumption Saving

1. Steam pipe and chilled water pipes insulation
2. Installing steam traps with return lines.
3. Preventive maintenance programs for steam lines that includes regulators, safety valves and steam traps, implemented to prevent steam leakage
4. Returned steam is used for heating water boiler.
- 5- Installing power factor units to save electrical power.

In recent years, it has become increasingly imperative for businesses and factories to conduct their activities and operations in an environmentally responsible manner. Regulations and

charters have been drawn to that end and international human and environmental organizations erected to presume a role of supervision. At Seclam Food Processing we feel it is our responsibility to maintain an environmentally safe production process. It is part of the code of ethics by which we operate.

According to the IFC “It should also be noted that Seclam’s dairy operation is run by a highly-skilled and knowledgeable management team who are committed to the company’s modernization and expansion plans. The company provides an excellent working environment for their workers with an onsite medical clinic, detailed health and safety procedures, cafeteria, and extensive training programs geared to maintaining the workers focus on quality”.

Fleet Natural Gas Project

Due to the nature of our distribution business and our strategy of directly distributing all our products to make them widely available in the market, we have a big fleet of vehicles. Of course, all the vehicles normally transmit materials that could pollute the environment. Therefore, we have undertaken the initiative of transforming all our distribution fleet from gasoline and diesel into natural gas. We have started the project in April 2005 and have started to convert all our distribution vehicles into natural gas. At the moment we have converted approximately 75% of the total 900 vehicles at Mansour group and the project will continue in the near future.

Another initiative introduced by MMD is the WESC/Mansour initiative. The project is one of a kind, where training courses are offered to teachers on how to environmentally educate students in a non-traditional way. The project started in 2008, in five different governorates covering 15 schools, incorporating 450 teachers who in turn trained about 36,000 students about the protection of the environment. The teachers educated the students using non-conventional methods including activities such as cleaning the school campus, recycling, re-using wood, gathering garbage, and the importance of water.

Anti- Corruption Principles

Principle 10

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

“Al-Mansour Holding Company for Financial Investments will maintain the highest standards of ethics and integrity in all our dealings. We will work hard to maintain honest and open relationships based on mutual trust. We will honor all our commitments, internal and external whether verbal or written.” – values and mission statement.

Internally, the group has set up an auditing system where all departments and expenditures are audited on an ad-hoc basis to ensure that all the budgets are spent properly according to company’s policies. Externally, MMD does not allow any sort of bribes and believe that transparency is the only way forward for a better economy. Additionally, MMD has put the 10th principle on its website for advocacy.

The Holding Company along with P&G, Siemens, Henkel, BAT and Kodak formulated the Brand Protection Group (BPG) in order to fight the war against counterfeit and smuggled products and raise awareness to the consumer of the threats of fake products. An Economic impact study was made to calculate the government's loss due to counterfeit products and a consumer and trade awareness campaign has been designed and will be aired in 2007 after the formulation of a Call Center which was promised by the Government.

Internally, we are working with the ethics and compliance working groups and preparing a draft on anti corruption/business ethics code to be published in the policies guideline and the website. Also, the group is a member of the working group on fighting corruption and a member of the MENA OECD.

CSR Development programs

Al-Mansour Holding Company for Financial Investments believes that the only way for the society to move forward, to empower people and to eradicate poverty over the long run is by completely eradicating illiteracy.

Educated people will have better jobs, will earn more money, and hence the whole economy will improve. The group also believes that the private sector and the civil society have to cooperate with the government in order to solve all the country's social issues and hence solve the economical problems. It is not only the government's responsibility to do that, rather it is a shared responsibility.

As we are members of the United Nations Global Compact initiative, which invites private businesses to adhere to four main principles related to: human rights, labor rights, environment standards and anti corruption, internally and externally, we are also committed to help in achieving the **UN millennium goals**. Some of those which we are working on are the elimination of illiteracy and eradicating poverty. We believe that we can do that by working on the education and helping in improving the quality of the lives of the less fortunate.

Some projects which we implemented and are still implementing in that sense are:

A. Illiteracy

Internal: All members of the Global Compact have agreed to start implementing illiteracy courses for all their employees.

External: 1. Awareness Campaign 2005 – 2006

Mansour Group and the General Authority for Adults Education signed a protocol agreement in 2005, whereby MMD produced and aired 3 TV spots with the objective of creating awareness about the importance of education. Spots were aired on local and free to air satellite channels and continued in the underground Metro train station TV Network; MMD also sponsored the production of a song encouraging illiterate Egyptians to join literacy classes.

2. Eradicating illiteracy in Beheira and Mansoura Governorates 2006-2009

i. The group is supporting the illiteracy classes

ii. The group provides scholarships for the students who continue their education after the illiteracy classes

B. Education

1. AUC Scholarship Annual Program

An annual Mansour Group scholarship is given in coordination with the American University in Cairo (AUC). The funds were allocated to the Centre for Adult and continuing Education (CACE) in the fields of computer studies, English studies, etc on an annual base.

In 2008, the group offered two scholarships at the AUC. The scholarships were offered to two students, who are achieving academic excellence. Upon completing their scholarship, they will be hired within the company and two new students (expected in 2012).

It is also to be noted, that the company is considering having permanent scholarships through an endowment system.

2. Thanaweya Amma program (secondary schooling program):

The Program Started in 2008. Mansour Group honored 37 top students from seclam factory. All the 37 students received Samsung LCD's upon management recommendation. The project will continue in 2010, and will offer 3 top students a commitment for support in universities, with the objective of developing their education.

3. Movable Intel computer labs:

The project started in 2008, to date, we have 6 public schools (11 labs). Each lab is used by approximately 300 students per school. This project will continue through 2010, by installing 6 other labs in 3 schools. Today, around 350 PCs are installed and 1500 students use them.

C. Orphanage Support

- I. Al-Mansour Holding Company was happy to sponsor and support in 2005 two Ramadan iftars for the orphans of Cairo, The aim of the event was to invite almost 8,000 orphans & Disabled orphans throughout the month for Ramadan iftars along with students and teachers from private schools in order to integrate the orphans with the school's students and make them an integral part of the society. The iftars were done in coordination with 60 different orphanage houses. The events were also attended every day by famous singers and celebrities; the aim is to encourage other enterprises to do the same thing and also to gather donations in order to help the most needed orphanage houses in Egypt. These iftars are part of a bigger program whereby donations are collected with the objectives of re-building and fixing orphanage houses to improve the quality of living of the children. This initiative was created by Cairo Sheraton, and Mansour group have adopted the cause.

- II. **Ebtessama (Orphans and Ramadan activities) :**

Ebtessama, which means "a smile", offers a physical treatment and physiotherapy to disabled orphans through art. It also offers cultural services to 60 orphanages (5000+ disabled orphans) every Ramadan on daily basis. Mansour will continue its support throughout 2010.

D. Environment Campaign

The quest is to increase awareness to all Egyptians of the serious threat of pollution and how it affects our environment, health and society, and also to encourage the Egyptian population to stand together and contribute in helping our country be better and cleaner for us and for our future generations to enjoy. Television Campaign comprised of a total of 3 TV Spots, which was aired on Egyptian channels and some free to air satellite channels, and the underground metro train stations TV network.

WESC/Mansour Initiative:

As previously mentioned, this initiative is the first training course offered to teachers on how to environmentally educate students in a non-conventional way.

The Project was implemented in 2008/2009, in 5 different governorates in 15 schools, Training 450 teachers who in turn trained 36,000 students about the protection of the environment. The activities that the students undertook included cleaning the school campuses, recycling, re-using wood, gathering garbage, and the importance of water saving.

The Initiative received great support and appreciation from the Ministry of Environment that it requested it to be duplicated in other governorates. And so, MMD will continue supporting this program in 2010.

This campaign was funded and produced totally by Mansour Manufacturing and Distribution Group, with collaboration of the Ministry of Environment.

E. Corporate Volunteerism

INJAZ started in 2003 as a project under the umbrella of Save the Children (SC) in Egypt. Injaz which means 'Achievement' in Arabic, is licensed to use Junior Achievement International curricula designed to enhance youths' skills to enter the job market as employees or entrepreneurs. The schooling system has not integrated economic and occupational education into the school curricula and this is where INJAZ attempts to fill the gap.

- Injaz program is taught to more than 60 schools to an average of 10,600 Students in Egypt in 2005/6
- Mansour Group has already eight volunteers teaching 320 students in a schools in Cairo and Alexandria, project started in 2005

F. Empowerment

i. ADVANCE school

In response to human needs and to explore the unexplored field of education in Egypt, the Mansour Group is assisting (Main contributor) ADVANCE; the only specialized learning center for Autistic children in Egypt; to build a village complex in Kattameya to accommodate boarding children and serve as a permanent haven. Today the school is located in Maadi serving 40 children and the plan is to construct the village by **2006 to accommodate** a minimum number of 100 children and adults.

This will help children become independent, productive adults; enriching themselves and the community at the same time

G. Strategic partnerships

i. GSB Retailing :

In collaboration with the GSB, MMD will provide good and safe products to the lower bracket consumers at affordable prices, and sourcing our supplies from small businesses, two major projects which were identified were:

1. Kheir Zaman: Providing same quality products in cheaper packages, since packaging in most cases increases the price of a product, sourcing other small suppliers to get better prices and helping them to grow i.e. Small farmers

In collaboration with the IMC and the UNDP, a second project focusing on the area of Middle and Upper Egypt is being researched in 2010 for a pilot test implementation in 2011.

ii. Global business initiative- Human Rights (GBI-HR):

The Group has been selected as 1 of the 7 core companies of the Global Business Initiative on Human Rights in Business (GBI HR); representing Egypt and the Middle East region at this stage. The GBI HR is an NGO stemming from the GC and focuses on the Human Rights aspect of the businesses based on the GC principles.

The Group is planning on identifying the existing gaps according to the HR matrix, submit the final working plan to management and the GBI, and formalize them in policy formats.

It also plans to start working on the supply chain, in coordination with Metro and the factories (Our sphere of influence) as a pilot test in 2010, to test their general level of commitment towards HR.

iii. Other partnerships:

Being partners with the Egyptian Corporate Responsibility Center (ECRC), AmCham CSR committee, Egyptian Institute of Directors (EIoD) board of trustees and major players with the UNDP paves the way for Corporate Responsibility advocacy, exchange of experience, and possible partnerships with other private sector companies.

H. CSR Advocacy

1. CSR Research:

The group Signed an agreement with UN on Corporate Social Responsibility Research Report for Egypt, Research is supported by the Minister of Investment.

2. Main partners with GC Egypt:

The mansour Group was chosen to be one of the focal points for the Global Compact and the official representative for the Egyptian Local Network.

GC Advocacy

The actions

- The announcement that the group has joined the GC on the MMD website.
- A series of press releases about the Global Compact and about its launch in Egypt.
- The announcement of the Global Compact Principles in the MMD internal Publication on a quarterly basis.
- Conducted an internal corporate management meeting to brief all managers on the compact, and gained their commitment for its implementation.
- Gained full support of the CEO, VP's, and all Department Heads.
- Worked closely with the HR, Personnel, and Factory Managers to explain the Compact to them and get their feedback on the status and the planned actions.
- Focused more on the sustainable Societal Contribution Programs and report progress to the Board of Directors on an on-going basis.
- Working with two other Egyptian companies to measure the level of interest for joining the compact amongst non-member GC companies, and also working on finding solutions on how to continue the process of the Compact in Egypt.
- The creation of two awareness campaigns in the Egyptian media related to the Global Compact (Education and Protecting the Environment).
- MMD represented Egypt in several international forum/conferences. (China Summit - Global Compact MENA Region - Barcelona Networks Forum).
- Being partners with the ECRC, we worked together to increase the number of participants in the Egyptian local network through several awareness events and activities.
- We are planning to promote the GC to our sphere of influence including but not limited to; our suppliers, customers, affiliates and partners.
- We are also implementing the GBI HR initiative as stated before; and as one of the 7 core businesses in this initiative we are working on integrating it among our core business.

Annex 1:

The following table shows the relation between some of the implemented projects, the Global Compact projects, and the Millennium Development Goals.

Implemented projects	Global Compact Category	Millennium Development Goal
Educational programs	Global Compact category no.1:Human Rights	MDG 2: Achieve universal education
Ebtessama (Orphans and Ramadan activities)	Global Compact category no.1: Human Rights	MDG 1: Eradicate extreme poverty & hunger
Environment Campaign	Global Compact category no.3: Environment	MDG 7: Ensure environmental sustainability
WESC/Mansour Initiative	Global Compact category no.3: Environment	MDG 7: Ensure environmental sustainability
ADVANCE school	Global Compact category no.1: Human Rights	MDG 2 : Achieve Universal primary education
GSB Retailing	Global Compact category no.1: Human Rights	MDG 1: Eradicate extreme poverty & hunger
Global business initiative- Human Rights (GBI-HR)	Global Compact category no.3: Human Rights	MDG 8: Develop a global partnership for development

Annex 2:

GRI performance indicators' division, aspects, and indicator number*

GRI Indicator Number	Indicator Description	Page
EC1	Direct economic value generated and distributed, including revenues, operating costs, employees' compensations, donations and other community investments, retained earnings, and payments to capital providers and governments.	3
EC 5	Range of Ratios of standards entry level wage compared to local minimum wage at significant locations of operation.(add)	5
EN8	Total water withdrawal by source	8
EN10	Percentage and total volume of water recycled and reused	8
LA 1	Total workforce by employment type, employment contract, and region.	3
LA 2	Total number and rate of employee turnover by age group, gender, and region	6
LA 10	Average hours of training per year per employee by employee category.	6
LA 12	Percentage of employees receiving regular performance and career development reviews. (add)	6
LA 14	Ratio of basic salary of men to women by employee category	6
HR 4	Total number of incident of discrimination	6
HR 6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	6
SO1	Nature, scope and effectiveness of any programs and practices that asses and manage the impacts of operations on the community, including entering, operating and existing	12 - 15
SO5	Public policy positions and participation in public policy development and lobbying	16

* The reference pages listed in the indicators table may not include all the sub details featured under each indicator. Mansour Group is committed to increase the details of reported information as we continue to develop our internal tools to better capture more detailed data on our operations

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