

# Global Compact

## Communication on Progress

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

April 2010

## **Part I**

### **C O P**

We proudly continue our commitment to the United Nations Global Compact for Social and Environmental responsibility. Implementing and spreading the compact 10 principles became an integral part of our philosophy.

***Alaa Hashem***  
**President**

Hashem Brothers is an Egyptian family partnership Company specialized in the field of production and export of Egyptian Essential Oils and Aromatic Products.

The Company's facilities lies in Kalyoubeya governorate. Since the Company establishment giving back to the society existed, but with the initiation of the United Nations Global Compact for Social and Environmental responsibility in Egypt in 2004, the term giving back to the community for us has acquired a new meaning. We were one of the first companies to join the Global Compact in Egypt. Further, the compact 10 principles became an integral part of our company code vision and mission.

In a society like Egypt it is a duty for the private sector to include CSR into their business practice. Developing the society is not the sole of government alone, business sector, NGO's have to collaborate together in order to cover all areas in the society that government can not reach.

For Hashem Brothers CSR activities became part of the Company philosophy. We have focused on the areas surrounding our plantation and facilities in Kalyoubeya and in Menia. We found that the main problem in those communities were poverty, illiteracy, youth unemployment, poor health conditions.

We believe that providing good education and basic health care services to those communities can do a lot to the individuals and further to the whole community.

## **Human rights**

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

- Human rights principles are incorporated into Hashem Brothers code of business conduct.

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

- Hashem Brothers Company and its stake holders and supply chain are not complicit in any human rights abuses.

## **Labor Standards**

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

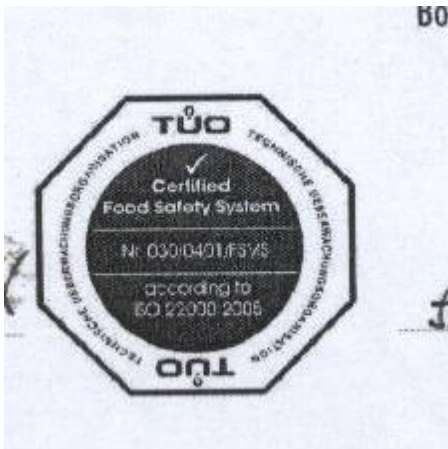
- Hashem Brothers Company respects the freedom of association and upholds the effective recognition of the right to collective bargaining.
- The top management encourages and facilitates the joining of its employees into relevant syndicates and labor unions.
- The Company has provided places to host labor gatherings.



#### 4- The elimination of all forms of forced and compulsory labor.

- All forms of forced and compulsory labor do not exist in Egypt.
- The workers at Hashem Brothers have freely chosen their jobs and are free to quit their jobs upon due notice.

**Complying to international standards in production, agriculture and labor standards.**



## **5- Business should uphold the effective abolition of child labor.**

Hashem Brothers believes that combating the phenomena of child Labor in Egyptian agricultural sector is a long term process that requires collaboration between private sector, the governorate and the NGO's.

Hashem Brothers as a Company working in the agro business adheres its responsibility to combat the phenomenon of child labor among its sphere of influence.

### **Our efforts to combat the phenomenon of Child Labor lie in the following areas:**

- 1) Combating poverty by empowering the unprivileged families.
- 2) Promoting education including illiteracy eradication classes.
- 3) Introducing ICT to Egyptian rural communities
- 4) Providing support to the local NGO's that covers different fields.
- 5) Help in improving basic health care conditions and living conditions in rural areas.





## Case 1

### **“Family empowerment Program” :**

- This year with collaboration of the Egyptian Association for Environmental and Community Services, Hashem Brothers Company has initiated a family empowerment program.  
The Egyptian Association for Environmental and Community Services is supporting a huge number of ladies from one of the poorest areas of Cairo.
- Our Company has collaborated with the NGO in two main areas:
  - 1- We have sponsored a health care program that covers basic health care for the women of the association free of charge in Suzan Mubarak public hospital.
  - 2- We believe that the women if empowered financially will help in providing good care of their children in terms of education and health.We have a new line of Aromatherapy which will be in the market soon. The Company has created a line of production for bags with the collaboration of the ladies of the NGO.  
The Company has provided a teacher and raw materials for the project. Many ladies have participated in the making of the bags for our new line.  
The bags were bought by the Company they generated income for the ladies who participated. This experience will be ongoing for the next years.







## Case 2

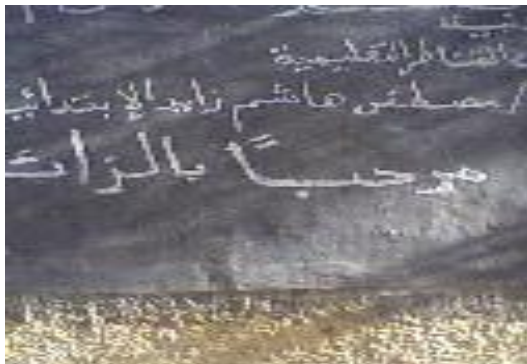
- Hashem Brothers has sponsored “the Way NGO “in its efforts in providing psychological treatment for the women who were traumatized after accidents or abuses. We have sponsored the treatment and the cost of the support program for many ladies.

### Case 3

#### “Providing education in rural areas”:

- We continue our efforts in providing education in rural areas particularly in Kalyoubeya and Menia governorate.
- Because we believe that education is the right of everybody.
  - 1- Our schools in Kalyoubeya continue to provide education for the local community both elementary and secondary education.
  - 2- Illiteracy eradication classes in Menia.

Hashem Brothers s' school in Kalyoubeya are now operating with their full capacity and serving the local community.



#### Illiteracy eradication program in upper Egypt:

- “ New illiteracy eradication classes in Upper Egypt”. We have opened new illiteracy eradication classes in “Upper Egypt” Menya governorate (Kafr El Madower village”two years ago. These classes were opened with the collaboration with “The sons of Kassem El Masry NGO”. The classes are catering for all illiterate people in the village. Females were the first candidates to join the classes gradually males started to join.



“ the sons of Kassem El Masry NGO headquarters Menya Governorate”



The ladies of Kafr El Madawer village learning in a friendly atmosphere.



- **Promoting traditional informal education.**

Most villages in Egypt used to have a sort of informal traditional preschool centers which teaches preschool children. These centers since hundreds of years operate in villages even before the formal school system occurred.

Children used to go these schools or “Kotab” to learn Arabic Grammar language, and religion. Uniquely in Egypt these schools are opened for all children regardless of their religion. Many of the prominent political Christian figures in the 20<sup>th</sup> century Egypt have joined these informal education centers or “Kotabs”. As well as most writers and thinkers of the 19 & 20<sup>th</sup> century.

Reviving old educational traditions in villages is also a way to spread education. If parents take their children out of school for poverty, they will be exposed to education in their preschool years.

Hashem Brothers Company has built a center for traditional education in the village “Kafr El Shorafa” Kalyoubeya which cater to the children of this village and some nearby villages.



“The professor teaching his young pupils sitting on the floor which is the Egyptian traditional way of teaching

**Hashem Brothers continuous efforts to introduce ICT learning to the rural community:**

- The Company provides basic computer skill classes for the local community of Kafr El Shorafa in Kalyoubeya governorate in an attempt to widen the chances for employment for the youth generation.
- This year basic networking classes will be provided via schools of the lab that were sent to an special institute that gives them training on how to teach the networking program sponsored by Hashem Brothers.  
Networking Certificate will be provided which will enables students to find new alternatives.



## Case 4

- **Supporting Local NGO's programs in providing basic needs of the local community.**

Hashem Brothers Co. collaborate with the “ Meshwar NGO” in providing food for the extremely poor families in Giza. These families or individuals were selected by the NGO after applying social researches on their cases. Findings showed that those candidates could not work because of some illness or age.



Every month since 3 years our company donates fresh table eggs from our farms to each individual supported by the Meshwar organization.





**“Hashem Brothers efforts in spreading Health awareness”:**

- Hashem Brothers has printed a book on the latest proper nutrition for Cancer patients. This book was distributed on patients of the Public Cancer Centers in Egypt: The kasr El Einy public cancer center and the Egyptian Cancer institute.







## Case 2

### Fresh water and sewage system:

The village of Kafr el Madawer in Menya Governorate 200 km south of Cairo suffers severely from lack of a proper sewage system and the lack of the access to fresh water inside their houses. The village has about 4000 inhabitants only 2% of the village houses have access to fresh water inside their houses. The rest of the people have to bring water from a community “water supply” for their household usage and mostly for drinking. Again only 2% of the houses have a proper sewage system.

Hashem Brothers have collaborated with a local NGO in the village (Abnaa Kassem El Masry NGO) and sponsored bringing fresh water to a number of houses as well as installing a proper sewage system to these houses. This project has started last year and by the end of 2010 all houses in Kafr El Madawer village will have access to fresh water and sewage system.





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

- Our Company is not engaged in discrimination based on race, caste, religion, gender, union membership or political affiliation. Hashem Brothers continues its efforts in promoting gender equality in the workplace more females were hired in all departments.



## Environment:

### **7- Business should support a precautionary approach to environmental challenges.**

Hashem Brothers Co. continues its efforts to address the key environmental challenges damaging our planet.

- “Hashem Brothers tree cultivation program” with the collaboration of the “**Egyptian association for environmental Community services**”. Since 2004 each year Hashem Brothers Co. collaborates with the Egyptian association for environmental and community services in the tree cultivation program of the NGO in the most polluted areas of greater Cairo.



- Encouraging environmentally friendly techniques in Agricultural and industry is one of our sincere targets, we focus on the diffusion of the organic cultivation and the less use of chemicals in conventional cultivation.

Hashem Brothers ensure the use of environmentally friendly techniques in cultivation among its supply chain through traceability and raising awareness of hazards of the unplanned use of chemicals and on the ecosystems in general.

**8- Business should undertake initiatives to promote greater environmental responsibility.**

**“Our Organic Compost Production”**



Our organic compost production site help in promoting organic agriculture and eliminate the use of chemical fertilizers. Further, it helps in cleaning our area from chicken manure due to the large number of chicken farms in the area surrounding our facilities.







### **Craft preserving program initiated in 2006:**

- With the collaboration of Markaz NGO, Hashem Brothers was engaged in a program for craft preserving near Mount Saint Catherine in Sinai Egypt. Particularly in a small village 8 Km of Mount St. Catherine. The village women are known for their ability to make hand made crafts that are particular and very special. The Company aiming at preserving those crafts and at the same time generating income for the families of that village sponsored raw materials and teaching for proper craft making via the collaboration of Markaz NGO.
- The NGO in its turn will market the products of the Bedouin art made by the people of that village.





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

- Hashem Brothers supports and promotes the diffusion of the organic 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](http://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.	







