



Global Compact Annual Communication on Progress (COP) SADKO 2013

Sadko Statement of Support

Dear Sadko Stakeholders,

I am pleased to confirm that Sadko Company reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In the annual Communications on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

Sincerely,

Hadia Sadek Ghabbour

President

Sadko Egypt

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.

Goals 2012

Achievement

Company values are reviewed and sessions will take place in the near future to clearly demonstrate each value.

Assessment 2013

Some staff complain that they work overtime and are not well compensated

Being dealt with through HR

Policy

1-All labourers should work equal hours and be compensated fairly if they work extra hours

Will be done

2- Staff respect one another as per our company Values

Goals 2014

1- Labour satisfaction on issue of working hours

2- Fairness achieved

3- Reduce number of complaints to zero to acceptable limits..

4- Respect for one another according to our company Values.



Implementation

- 1-HR Manager meets with Managers and staff who have issues on this point Ongoing
- 2- Solutions are proposed
- 3-Compensation System to solve this is put in place Not yet done
- 4- We have Respect as one of our Values and we will activate workshops to communicate and align on its meaning to all Sadko team Not yet done

Measurement

- 1-Reduced number of complaints from 50 to 5 Not achieved as yet
- 2-Everyone of the Sadko team has the same concept definition on how to respect one another and everyone they encounter at work Ongoing

ENVIRONMENT

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.

Goals of 2012

- 1- More awareness campaigns and data on Environment through the company newsletter, boards and workshops
- 2- Injaz Egypt works with students 12-22 years old in middle schools, high schools and universities. Each semester business leaders send staff into local schools and universities. For an hour a week these 'corporate volunteers' become mentors where they share their professional life with youth, giving them practical training on how to succeed in the private sector. Through the various Injaz programs students progress from learning work readiness and character building skills to acquiring financial literacy skills and entrepreneurial mind sets.

Assessment 2013

- 1- Staff are still not engaged or completely aware of environmental challenges and concepts
- 2- Staff are still not fully involved in Volunteer work in the community

Policy

- 1- All staff should be aware of priority issues concerning CSR.
- 2- All staff lean towards volunteer work and this will enable us to increase participation in community efforts whether in less fortunate communities or in schools.

Goals 2014

- 1- Increase in the number of staff who are aware of CSR projects

Achievement

- Ongoing 80%
- A new venture with INJAZ will happen in February.
- INJAZ will initiate more collaboration from staff.
- More precise information will be publicized that will enable staff to understand the crucial importance of saving energy and water consumption
INJAZ initiative

Will be done



- 2- Increase the level of engagement of the staff in Volunteerism
- 3- Encourage staff initiatives towards energy savings

Once we start with INJAZ
Will be done

Implementation

1- Publicise information on environmental issues with the aim to prioritize the environmental issues employees are interested in as well as build their capacity and enhance their organizational ability to develop integrated approaches to environment management.

Using Team boards to announce this

2-We will activate this initiative to enable them to socialize in an atmosphere of camaraderie and enhance awareness of our country culture. Trips will be set in various cultural locations in the area

The company magazine is another vital source of information

2- We are sponsors of ENACTUS Egypt & are committed to enhancing student participation in corporate endeavors to motivate them forward.

An ongoing process

3- The “Kids Corner” has been implemented in one showroom with great success. An art competition will be started end of this year to promote child imagination and talent. The main objective is to embody and convey the child-friendly values of Sadko & introduce some environment issues in games to suit different ages

Ongoing

Measurement

1- CSR. Out of the 450 staff at least 100 people will volunteer

Awareness increases by 60%

2- Volunteerism. Sadko aims to create opportunities for its employees pertaining to environment, self motivation, solidarity with less fortunate people, to participate in volunteering activities in our communities as it is an integral part of our strategic planning to increase our role as a passionate responsible corporate citizen.

Volunteer awareness and motivation up by 50%

3- Kids Corner in the showrooms. Presenting clients with a place where their kids can enjoy the time they wait for their parents to inspect, choose a product to buy

Encourage a larger number of clients to visit showrooms & motivate children’s participation in different activities.

4- ENACTUS initiative informs staff of university students & how encouraging them would benefit all sides

Ongoing

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.

Goals 2014

Freedom of association & collective bargaining

Achievement

1- The Cafeteria has been a success in giving staff a place to have a meal and socialize.



2- The company Library has been a success by providing books under different categories to suit all tastes. Books requested by staff have also been bought to encourage reading.

Assessment 2013

1- Encouragement of staff to free socializing and time to relax and proper use of space

Has been well received.

2- A new dimension within scope of work for staff to break the concentration & focus & return refreshed

The Library has achieved this initiative.

Policy

1- Strict monitoring of free time

2- Staff to adhere to set times

Has been done

3- Set specifications and uphold standard of cafeteria to well serve staff

Implementation

Regular monitoring of the cafeteria & making sure things presented are according to specifications & standards

Done

Measurement

A survey will be done to check company morale, cleanliness and service standards for both: Library and Cafeteria

To be done

ANTI-CORRUPTION

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

Goals 2012

Achievement

Assessment 2013

Staff are not fully aligned and as such, workshops will be introduced to strengthen these values will be done

1- Transparency in all dealings within the company and towards all stakeholders

2- Clear communication channels

Policy

All staff should adhere to company policy related to bribes, transparency in information, & always deal honestly and with integrity towards individuals and organizations with which they transact business

Implementation

1- We have a policy of zero tolerance.



2- Sadko maintains the highest standards of ethics and integrity in all dealings. We work hard to maintain honest and open relationships based on mutual trust, and believe that transparency is the only way forward for a better economy.

3- We have integrity as one of our values and we will activate workshops to communicate and align on its meaning to all Sadko team

Measurement

Everyone of the team will have the same concept definition on how to live by Integrity in our business at Sadko, a survey at the end of 2013 will be conducted to better understand impact of those workshops on implementation

Thank you.

This is our Communication on progress in implementing the principles of the UN Global Compact.

We welcome feedback on its contents.