



***United Nations Global Compact:
Communication on Progress (COP)***

Polaris Parks was officially launched in January 2008 by the Turkish president, Abdullah Gul, as the first initiative of its kind in Egypt, both as a private industrial park and as a large-scale joint collaboration between Turkey and Egypt, aiming to enhance the competitive edge of both countries in order to enable them to penetrate global markets.

The both projects, Polaris International Industrial Parks and Polaris Al Zamil Industrial Park, are focusing on attracting industrial investors operating in light industries with clean processes, abiding by the environmental regulations in accordance with the governmental regulations.

Accordingly, Polaris International Industrial Parks is the first environmentally friendly industrial park in the MENA region, setting great importance on the additional value added to investors through measures such as solar lighting system in the streets to reduce overhead costs and carbon footprint, and 80.000 square meters of planted green areas and regulatory By-Laws to support coherent existence between different industries.

Polaris Parks works for the development of the country together with its industry in order to adapt and compete in the global economy by preparing the necessary environment for industry while aiding investors through difficulties of the start-up period and moving into operational phases.

And in order to do this Polaris Parks develops unutilized areas into industrial compounds with infrastructure networks, offering value-added facilities and providing professional management systems.

Polaris International Industrial Parks" was honored In Financial Times FDI Magazine. The magazine ranked Polaris International Industrial Park No. 45 in their "Global Free Zones of the Future" Report 2012/2013. FDI is the world's premier publication for the business of globalization and a prime division of The Financial Times Ltd, specializing in all areas relating to foreign direct investment and investment promotion.

During year 2014 and after joining the UNGC , Polaris International is fostering during its daily operations and with its stakeholders the Global Compact Principles

This report describes all the relevant actions and procedures taken for promoting the UNGC.

Polaris International is pleased to confirm and reiterate its support of all United Nations Global Compact principles in the areas of Human Rights, Labor, Environment and anti-Corruption.

Polaris International with its policies and strategies, is promoting industrial development and economic performance while adopting the highest standards of environmental protection and improving the quality of broad Egyptian industrial community through dedicated development initiatives.

**Polaris International is aware of the importance of creating an environmentally developed industrial area to assist in the global battle against climate change.*

In this spirit, Polaris International environmental protection is main key of its corporate pillars is using advanced Solar system to reduce carbon print .

** In year 2014 , Polaris International has put extra efforts and investments to implement more and extra irrigation areas in the park.*

** Once joined the UNGC Polaris and during the Christmas and new year event (last year) for its employees , has promoted and clarified the importance of integrating the UNGC principles . Chairman and General Manager have clarified that good intensions are not enough and real actions have to be taken to support these principles .*

** Throughout its foundation “WEF “ Polaris International has invited its main stakeholders (operated investors) for a pilot training on ethical behavior . This free training was meant for promoting and supporting 3 main principles:*

- Human rights and labor practices (all employees have the right to be developed and be aware of the value of applying work ethics)*
- Anti corruption (Work ethics protect and promote the anti corruption values).*

** Same training has been conducted to all Polaris International employees (Earlier the training was meant for its management only).*

** knowing and believing in the gender equality , Polaris International assisted GIZ on promoting its project “EconoWin” . An info session has been conducted in cooperation with Polaris and GIZ for all our investors to promote the importance of gender equality and how women have the right in fair operating system by facilitating her work environment .*

** In same notion Polaris International , has informed and clarified to recruitment agencies that we support and accept female qualified candidates . Earlier there wasn't any discrimination for women and we were accepting female candidates but we haven't disclosure it clearly to recruitment agencies .*

** An open door complaints is applied directly with the Chairman and GM , everyone has the right to talk openly about his concerns and problem if any . An immediate action is taken .*

** We are taking procedures on implementing a complaints system (e-mail) and an assigned person will be in charge.*

** This year a new employee evaluation system has been implemented that works in depth with transparency taking into consideration new monitoring aspects that commit to UNGC principles and moreover with motivation system to protect the labor rights.*

** AS Polaris International is always taking initiatives for community environmental development , this year we participated in wind energy tender .*

**Polaris International is providing to its employees and stakeholders a formal framework – guidelines, actions to be taken , monitoring its operations to ensure the business as a whole complies with all applicable antitrust laws.*

Finally Polaris is totally supporting the UNGC to extended that this year she was hosting the annual MENA region event for the first time in Egypt .

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UNGC principles	SPHERE OF BUSINESS INFLUENCE	SOURCES OF CORPORATE GOVERNANCE	ACTIONS TAKEN	INDICATORS CORRESPONDENCE
Human Rights				
<i>Principle 1 Businesses should support and respect the protection of internationally proclaimed human rights</i>	<i>Employees – Investors- contractors-</i>	<i>Internal policies and code of ethics</i>	<i>Training and awareness for staff on human rights aspects</i>	<i>G4- HR2, HR4</i>
<i>Principle 2: Human Rights Business should make sure they are not complicit in human rights abuses.</i>	<i>Employees – Investors- contractors</i>	<i>Internal policies and code of ethics</i>	<i>HR policies and procedures declared</i>	<i>G4-HR,HR2-HR4</i>
Labor				
<i>Principle 3: Labor Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining</i>	<i>Employees – Investors- contractors-</i>	<i>Internal policies and code of ethics</i>	<i>Awareness sessions and training to employees for labor aspects then Follow up with assessment</i>	<i>HR5, LA9,LA4, LA5</i>

<i>Principle 4 The elimination of all forms of forced and compulsory labor</i>	<i>Employees , investors- contractors</i>	<i>Internal policies and code of ethics</i>	<i>No Case of forced or compulsory labor in Polaris</i>	<i>HR2 –HR7</i>
<i>Principle 5 The effective abolition of child labour</i>	<i>Employees- Investors- Contractors</i>	<i>Internal policies and code of ethics</i>	<i>No case of child labor abolition in Polaris as it is clearly declared from the beginning</i>	<i>HR6</i>
<i>Principle 6 The elimination of discrimination in respect of employment and occupation</i>	<i>Employees – Investors – contractors</i>	<i>Internal policies and code of ethics</i>	<i>Clearly declared with updated agreement with recruitment agencies Updated interview system for employment</i>	<i>LA2; LA14; EC5; HR2; HR4; EC7</i>
<i>Environment</i>		<i>Internal policies and code of ethics</i>		
<i>Principle 7 Businesses should support a precautionary approach to environmental challenge</i>	<i>Employees – Investors – contractors- Governmental university (Cairo University</i>	<i>Internal policies and code of ethics</i>	<i>As we are first environmental industrial park an ongoing environmental policies is applied</i>	<i>EC2, EN3,EN8,EN18, EN30</i>
<i>Principle 8 Undertake initiatives to promote greater environmental responsibility</i>	<i>Employees- Investors- communities</i>	<i>Internal policies and code of ethics</i>	<i>Continuous approaches and advices supplied to develop more industrial areas .</i>	<i>EN6, EN7 , EN30</i>
<i>Principle 9 Encourage the development and</i>	<i>Employees , communities</i>	<i>Internal policies and code of ethics</i>	<i>participating in new environmental</i>	<i>EN6, EN7, EN18</i>

<i>diffusion of environmentally friendly technologies</i>			<i>tender announced by government “wind energy”</i>	
Anti-corruption				
<i>Principle 10 Businesses should work against corruption in all its forms, including extortion and bribery</i>	<i>Employees – investors- contractors- communities</i>	<i>Internal policies and code of ethics</i>	<i>Give training on ethical behaviors to its stakeholders and promoting for importance of integrity on economic and SR</i>	<i>SO2, SO3,SO4,SO5</i>