



Global Compact Annual Communication on Progress (COP)

SADKO 2014

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.

Investing in our communities

In recent years, our company has started to make a change from responding to ad-hoc donation requests only to seeking out long-term community sustainable investments through partnerships that are aligned with our business and sustainability agenda.

Examples include our partnerships with local NGOs and other community partners to address mainly education in various fields & out of the box income generating sustainable methods to families in impoverished local communities.

Social Responsibility new strategy

We have changed our social responsibility initiatives to incorporate new strategies by partnering with local residents of communities in Upper Egypt like El Minya & in Cairo in the Baulac district to further their marketing capabilities for a return on profits regarding their products. This way we are encouraging community labour by incorporating a fresh look at means of sustainable achievements.

University Students encouragement. Scholarships

TUB (Technische Universität Berlin). We have encouraged further scholarship programs like by sponsoring students who will add great value to our country in the fields of sustainable energy, urban development & water energy.

Achievement

ongoing

Ongoing

Ongoing sponsorships

We are sponsors of ENACTUS Egypt.



Company Policies & Procedures

We are taking this to a new level with the contribution & involvement of all departments to add transparency and clear procedures.

Ongoing

Company Performance Evaluation

An upgrade to our evaluation procedure has been done by HR department that enables staff to execute with a more clear understanding of the concise criteria & is easier in implementation.

Done with good response.

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.

Our Home Appliances are environmentally friendly:

Kiriazi products have switched to efficient sustainability. Some examples:

Refrigerator (Premiere)

- ✦ These refrigerators are available in different volumetric capacities from 339 liters to 690 liters.
- ✦ Glass shelves thermally treated for increasing load capacity.
- ✦ Automatic alarm in case of leaving the cabinet or freezer door opened for more than two minutes.
- ✦ 3 Carbon filters to remove bad odor from inside the refrigerator
- ✦ Energy save Motor provides up to 30% of the energy consumed
- ✦ Group of ultra-violet bulbs directed to vegetable drawers for sterilization and longer vegetables reservation.

Freezer E250N4/3 vertical freezer, no frost

- ✦ Total capacity in liters 270.
- ✦ Consists of 6 drawers.
- ✦ Higher efficiency and less consumption of electricity. Class (A).
- ✦ Fan stops on opening the freezer door to keep cooling temperature inside and save energy.
- ✦ Energy saving is conserved due to the insulation thickness which is 8:10 cm.
- ✦ Tropical hermetic compressor.
- ✦ Monthly Energy Consumption 34 Kwh/month

Electric water heater

- ✦ High density foam isolation for energy saving.
- ✦ Highest Efficiency and Least Consumption of Electricity Class(A)
- ✦ Monthly consumption of energy is 68.7 KW/ hour (20 days per month).
- ✦ Dual Thermostat For automatic electric power off when the desired or maximum temperatures are reached for safety purpose.
- ✦ Safety valve allows water entry and prevents its exit.



Recycling of Plastic bottles project:

Collecting used plastic bottles for recycling ideas in schools we work with.

A favourable project that has encouraged students and educated them on recycling everyday items through simple & creative methods.

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.

Freedom of association & collective bargaining through new Cafeteria & Library.

Cafeteria

An open area specifically designed to give fresh air & a place to socialize.

Achievement

The Staff Cafeteria has been a success.

Assessment

Upgrading the Cafeteria to better suit the staff.

Implementation

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

Measurement

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

Library

Contains a number of diverse categories that were carefully selected for the enjoyment of the staff.

Assessment

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.

Implementation

Continuous efforts to upgrade diverse subjects.



Long working hours:

Some staff are working long hours and we intend to study and resolve this matter.

Summer Vacations:

We have an established summer vacation package for all Company staff on all levels. Well studied locations for the staff to take their vacations with their families.

Increase of women in the workplace:

We are studying to hire more women in our company

Measurement

Borrowing has been strong.

Requests for different books has been one of the successes of the Library.

To be done

Ongoing with success

In process

ANTI-CORRUPTION

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

Through our Code of Business Conduct we are committed to conducting business with fairness, integrity and respect for the law and our values.

Appropriate corrective and preventative actions are taken depending on the nature and outcome of each case.

Achievements

An ongoing policy & procedure that eliminates any business misconduct.

Thank you.

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

We welcome feedback on its contents.