



To our stakeholders:

I am pleased to confirm that ENHAS 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 this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Georges Tytens
Chief Executive Officer



As reflected in our previous communications on progress that can be accessed on the United Nations Global Compact site, Entebbe Handling Services Limited has continued to implement corporate leadership and governances that are in line with the principles of the UNGC in our daily operations. Please refer to our publications on the site for more detailed reports.

Below is a description of the activities and what Entebbe Handling Services Limited achieved in the year 2014.

Human Rights.

In Entebbe Handling Services, we adhere to the Universal Declaration of Human Rights. Moreover, we have established some core values that underline the company's devotion to the Human Rights principles.e.g At ENHAS we have a full set of policies regarding Human Rights policies. These include e.g. policies regarding stress, pregnancy, illness, consistent repeated work, health etc.

Implementations:

In 2014, all ENHAS staff received a general salary increase. This decision increases staff self confidence and is a driving force to the never ending quest for delivering best results and it enhances staff capacity to meet their financial needs.

Labour.

There is a strong focus within the company on ensuring the best possible work environment and conditions for our employees that is reflected in our internal code of conduct.

Below is a description of our actions in the year 2014.

Implementations:

In the year 2014, we regularized our policies to be in line with the Labour Laws of Uganda. It required us to have a contract with the casual staff (who we now refer to as contract employees).



We implemented a policy on providing the casual workers with a contract which clearly outlines the terms and conditions of service.

Environment.

ENHAS is focused on saving the environment and making it better by ensuring sustainability in the management of all our activities to minimize impact on the environment.

Below is a description of what we implemented in the year 2014.

Implementation:

Practical actions were taken most notably on protection of the environment e.g natural resources/unique habits (game reserves) for rare species.

ENHAS has come out to combat ivory trade /smuggling through Entebbe International Airport. We have also engaged and strengthened relationships with our stakeholders which have yielded results by a positive change in attitude amongst the security organs at Entebbe International Airport.

Anti-Corruption

ENHAS adheres to the strongest anti-corruption principle of them all: transparency. All elements of the supply chain are completely transparent to everyone interested in knowing more. The transparency principle means that no customers or suppliers are treated differently than others, reducing the element of corruption greatly. We have a description of our policies and company goals on anti-corruption in ENHAS code of conduct

Implementation.

The principle of transparency is one of the most important elements of ENHAS's core values. To ensure that these values are constantly met, all new employees are educated in the principle.

We have introduced a new technology to help us curb deception, fraud and other related factors and keep it at bay. All employees have been sensitized about the new technology and new staff are subjected to the new technology which protects us as accompany and the airport community at large from recruiting people who pose a security threat to the airport community.