

UN GLOBAL COMPACT

COMMUNICATION ON PROGRESS

GIZE PLC LOGISTICS AND SHIPPING COMPANY

OCTOBER 13 2015

We welcome comment and feedback on its content



STATEMENT FROM OUR CEO

I kindly confirm that GIZE PLC reaffirms its support of the ten principles of the United Nations Global Compact in the areas of Human rights, Labour, Environment and Anti-corruption. We reveal our activities to integrate the Global compact principles into our business strategy, culture and daily operations.

Yours sincerely,

**Gizeshwork Tessema
Managing Director
Gize PLC- Logistics and Shipping Company**



HUMAN RIGHTS

Principle1: business should support and respect the protection of internationally proclaimed human rights.

Principle2: business should make sure they are not complicit in human rights abuses.

Assessments, policy and goals

GIZE PLC Transport, shipping and Logistics Company make sure that the basic human rights principles are respected by our employees and business partners. We have set of rules whereby employees, partners and suppliers adhere to. These rules are designed in respect of the UDHR, international human right laws which Ethiopia has been a signatory and national law.

Implementation

GIZE PLC Transport, shipping and logistics has taken measures to prevent human right violations. These include:

- Training sessions on human rights issues
- Compliant submission process for unfair treatment. The complaints are revised and given solution by top management.

Measurement and outcome

Problems reported by employees or others will be investigated by the company's law department and top management personnel and additional action will be taken if necessary. Senior management will also audit customers and employees annually to ensure that they are working within the defined guidelines of human rights.

Hardship allowance policy for the benefit of those employees who undergo hardship while working in remote areas.

Labour



PRINCIPLE3: business should uphold the freedom of association and the effective recognition of the right to collective bargaining

Principle4: business should uphold the elimination of all forms of forced and compulsory labour

Principle5: business should uphold the effective abolition of child labor

Principle6: business should uphold the elimination of discrimination in respect of employment and occupation.

Assessment, Policy and Goals

The company has policies that concerning our employee rights, compensation and responsibilities. We also uphold the freedom of association and the effective recognition of the right to collective bargaining. With dedicated resources that monitor, mandate environmental and safety risks the company will continue to improve its values and principles concerning labour and also incorporate the Global compact.

Implementation

By creating a safe and reliable environment for the employees our company provides them with external transport and communication allowances. We value the healthy ecosystem of our colleagues so we provide them with refreshments anytime they want.

Measurement of Outcomes

Our employees are of different ethnicity, gender, age and race which build up a diversified community with different view and specialties that led the company where it is today.

We have 100% compliance on approved working contracts.

Work related injuries have never happened in the company before.

Employees are satisfied with their work and payload balances.

Disciplinary actions are taken on any employee who harms another, discriminates or harasses which can even lead to suspension.



Environment

Principle7: business should support a precautionary approach to environmental challenges.

Principle8: business should undertake initiatives to promote greater environmental responsibility

Principle9: business should encourage the development and diffusion of environmentally friendly technologies

Assessment, Policy and Goals

GIZE PLC Transport, shipping and Logistics Company recognizes the need for environmentally friendly technologies that's why the company had been using some of the latest and environmental friendly products available at its scope.

Implementations

All communications between clients and also employees are made via email as it brings effectiveness and also decreases the amount of paper used in the company. Creating awareness on how to keep the working environment free from any cause of pollution is also one of the main ways we ensure that our company is working in regard with the environment.

Measurement of Outcomes

We have been able to decrease the use of papers by 80% and by using recyclable and also environmentally insured materials. Our employees have been able to perform the same practice of making a safer environment by learning the lessons applied here.



Anti-corruption

Principle10: business should work against corruption in all its forms including extortion and bribery

Assessments, policy and goals

- GIZE PLC Transport, shipping and Logistics Company has zero tolerance for corruption. Any associated company may offer promise, pay, authorize to bribe or illicit payment but our company pursues its business transactions in an honest and ethical manner. We also train our employees what to do when they encounter such actions.
- We are also committed to relevant anti-corruption laws such as the UN convention against corruption, regional and international laws.
- Periodic evaluation on potential areas of corruption.

Implementation

- We have internal check and balance system as well as management responsibility and accountability
- Follow up mechanisms, internal and external reporting system.

Measurement and outcomes

Our company deals with corruption incidents by

- Internal and external audits.
- participating in anti-corruption programs
- Management and staff evaluation process
- Legal actions where related cases happen or about to happen