



ETHYDCO's COP
For
United Nations Global Compact 2015

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CEO Message**ETHYDCO`s CEO: Chemist / Abd El-Rahman Zeid**

"It's a great pleasure and pride presenting the capabilities of our company, highlighting our achievements and sharing our vision for the future."

As a national petrochemical company, ETHYDCO has persisted in its pursuit of excellence in all aspects of its operations. Its heavy projects` investments is, no doubt, a testimony to its fulfillment of its aspirations to be a well recognized player in the global market in order to support the national objectives of economic and social prosperity in the region.

We are applying the best business practices prevalent in the industry, focusing on the development of human resources and harnessing the power of modern technology and techniques to achieve market leadership and sustainability.

Success alone has never been ETHYDCO`s ambition. Sharing success with its partners, customers, suppliers, workforce and local communities is a key element of the Company`s identity. To ensure a promising future for itself and all stakeholders, ETHYDCO will continue to execute its original Vision & Values with a combination of business growth, social responsibility and environmental excellence.

About ETHYDCO / Company overview

The Egyptian Ethylene and Derivatives Company (ETHYDCO) is an Egyptian joint stock company established on January, 16th, 2011 under Egyptian investment law with total investment cost of US \$ 1.9 Billion..

ETHYDCO is a manufacturer and leading provider of value creating Plastics & Rubber products (Linear Low & High Density Polyethylene, Butadiene, Low Cis and Solution Styrene Butadiene Synthetic Rubber).

ETHYDCO Complex is currently under construction and expected to be on-stream in Q4-2015.

Production Plants

	Ethylene	Butadiene
1- Ethylene & Butadiene Plant	Capacity : 460 KTA Licensor: Lummus - USA EPC Contractor : Toyo – Japan	Capacity : 20 KTA Licensor: Lummus - USA EPC Contractor : Toyo – Japan
2- Polyethylene Plant	Capacity: 400 KTA (2x200 KTA) Licensor : Univation – USA EPC Contractor: Toyo - Japan	
3- Butadiene Derivatives Plant	Capacity : 36 KTA Licensor : Versalis – Italy	
4- Utility Plant	EPC Contractor : ENPPI – Egypt	

Vision

To be the most preferred supplier of Polyethylene, Butadiene and its Derivatives locally and globally.

Mission

Value creation through customer orientation, sustainability and optimum utilization of resources.

Values:

- **Creativity:** We encourage and support new ideas leading to innovation.
- **Dedication:** We are dedicated to satisfying our customers and striving to exceed their expectations.
- **Integrity:** We act ethically and responsibly with integrity.
- **Respectfulness:** We respect every one, encourage contribution and growth.

The UNGC principles

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

ETHYDCO does not support or participate in any kind of acts violating the human rights. All ETHYDCO's employees shall be well treated , fairly appraised and compensated , No form of force is conducted to employees , There is no undertaking written by the employees for employment discrimination as there are contracts with them , Every employee shall be qualified and have health care insurance.

ETHYDCO provides healthy and safe working conditions.

Most of the human rights issues are fully considered and fully respected at ETHYDCO, No employee is subjected to harassment, physical or mental punishment or any other form of abuse.

We are committed to respect human rights in both our workplace and our surrounding area.

ETHYDCO's internal regulations are free from any penalties to apply for the employees while expressing their opinions.

ETHYDCO tracking the Declaration on the Elimination of All Forms of Intolerance and of Discrimination Based on Religion or Belief (25 November 1981) and the Convention on the Rights of Persons with Disabilities (13 December 2006)

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

All ETHYDCO's employees are free to discuss with their managers and supervisors during the internal weekly meetings.

ETHYDCO will not hire or keep any employee against their will as the hiring and firing are based on Egyptian labour law.

No child is hired and minimum age for hiring is 18 years old.

Equal opportunities are given to everyone when hiring for a new position or a vacant one , the only thing that counts are the qualifications that are required by and for the job itself.

ETHYDCO tracking the Declaration on the Elimination of Violence against Women (20 December 1993) and the Convention on the Elimination of All Forms of Discrimination against Women: Optional Protocol (6 October 1999)

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

ETHYDCO was a sponsor for the Arab conference for providing culture occupational health and safety and environmental protection April 2015 in collaboration with Alexandria governorate, AASTMT, PETROJET, SUMED and others.

ETHYDCO tracking the Environmental Perspective to the Year 2000 and beyond (11 December 1987).

ETHYDCO attended the community participation session to assess the environmental impacts of the project.

ETHYDCO's HSE department issues monthly circulars for the employees. **Hereunder the HSE report 2015;**

No.	Performance Indicators	ETHYDCO	CONTRACTOR	TOTAL
1	Total number of employees	387	8255	8642
2	Safe Man-hours worked	1555662	23403403	24959065
3	Total Man-Hour worked	1555662	29499984	31055646
4	Lost Time Injuries (LTI)	0	1	1
5	Lost Workdays (Days Lost)	0	79	79
6	Total number of Vehicles	23	356	379
7	Vehicle Kilometers Driven	14238612	21763032	36001644

ETHYDCO provides the latest technology regarding the industrial wastewater treatment and reuse it which will save enormous quantity of water consumption making ETHYDCO the first company in the Middle East to apply this developed technology (zero liquid discharge).

ETHYDCO's policy is consistent with the Egyptian environmental law in order to maintain the public health, accordingly, the quality of the air emissions and the wastewater are controlled by the company. Moreover the company has a plan to manage the wastes and the dangerous emissions.

October 2015

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

Conduct and ethics are commitments adhered to all ETHYDCO's employees as we maintain honest and open relationships based on mutual trust.

ETHYDCO tracking the United Nations Declaration against Corruption and Bribery in International Commercial Transactions (16 December 1996) and also, the United Nations Convention against Corruption (31 October 2003)

Other Principles

- 58,5% of the employees less than 30 years old and 23,65% aged from 30 to 40 , Moreover the suggestion of joining the UNGC have been inspired by a group of employees less than 30 years old and the participation is done through them.
- In the field of sustainable development ETHYDCO decided to establish its own NGO to be its social arm to serve the community.
- ETHYDCO tracking the UNGC Egypt network activities by training 19 employees on the previously mentioned principles through attending the conferences and the sessions that held by the UNGC. Moreover, ETHYDCO bears all the expenses to train them.

Ahmed Mohsen

UNGC Coordinator



Abd-Elrahman Zeid

Ethydco Chairman & CEO

October 2015