



2015

VISION

Creative image, affordable quality & great team
are to lead the market of medium local business

2015

MISSION

creative team, win2win relation with clients
quality they love, family based environment.

2015

RESTART in SYRIA



GLOBAL compact In Progress

2015

RESTART in SYRIA



5 sister companies joined in a group.

A family business starts in 1963 with Eng Bahjat Deiri the founder his success story to a very well educated and professional team managing over 400 people in 3 different sectors.

Eng. Bahjat Deiri: Father and Founder

Mr. Bashar Deiri: Founder of printing House and CEO of BAYAN-GROUP, BA

Eng. Rim Deiri: GM of Beta Construction

Mr. Feras Deiri: Founder of marketing Agency and Media House.

Mr. Feras Deiri: Founder of BAYAN EGYPT

2015



After many years of experience in supporting and implementing the GC principles We at BAYAN feel the improvement of human rights, labor& environment puling our company up to a standard that we can't lose anymore.

We start to support and would never stop, it's a major part of our vision.

BAHIAT DEIRI
CEO

2015



strategic move to EGYPT become a great

OPPORTUNITY

Start with 5 and become

68

in one single year

2015

Human Rights

A system has been implemented in BAYAN GROUP for checking and recording that all employees are paid a minimum wage and avoid excessive overtime hours.

Employment contract stating the terms and conditions of services are available to all employees and we did activate a monitoring program regarding labor conditions and build an annual report.

No discrimination in Salaries between men or women, only the company structure and employment categories reflects into the salaries

Efforts of all Employees are totally evaluated, paid and appreciated through a perfect HR. program

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Human Rights

An Employee manual has been published and distributed to all employed and new applear in BAYAN-GROUP detailing every right for every employee in BAYAN-GROUP companies.

A value diversity based program evaluating the efforts of each of BAYAN team and promote them to higher positions and salaries.

BAYAN HR dep is taking care of every single detail related to workers, and management team.

assessment surveys, in three levels used to be distributed every quarter and analyses to improve employees skills and efficiency by training programs.

A well communication system between the Employees and management directly with an open door policy.

Annual meeting and dinner is a great communication environment between high management and all the group employees.

2015

Environmental

due to sensitivity and responsibility toward society and environment, BAYAN is committed to encourage and support a clean environmental and to implement appropriate measures within production and distribution.

Reducing the power consumption in our plants by implementing a new lighting system in our new management building and our new factory in Aleppo industrial city as well as our new plant in EGYPT.

Central heating system installed in our management building with a floor heating will be generating a great working environment minimizing the Electric and fuel consumption.

2015



Environmental

Each employee can and should check energy using of his own; as this turkish made system has installed to monitor the energy use in each department for lighting, computers, heating and cooling system.

BAYAN-GROUP is non smoking zone, all employees in BAYAN GROUP enjoy working in totally nonsmoking environment.

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Anti-Corruption

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VALUE

BAYAN-GROUP clients to be treated equally regardless of the size of the company and account value.

BAYAN-GROUP team promote from within whenever possibility making a continuous investment in our personal assets.

BAYAN-GROUP resources are to be fully used to fulfill clients needs.

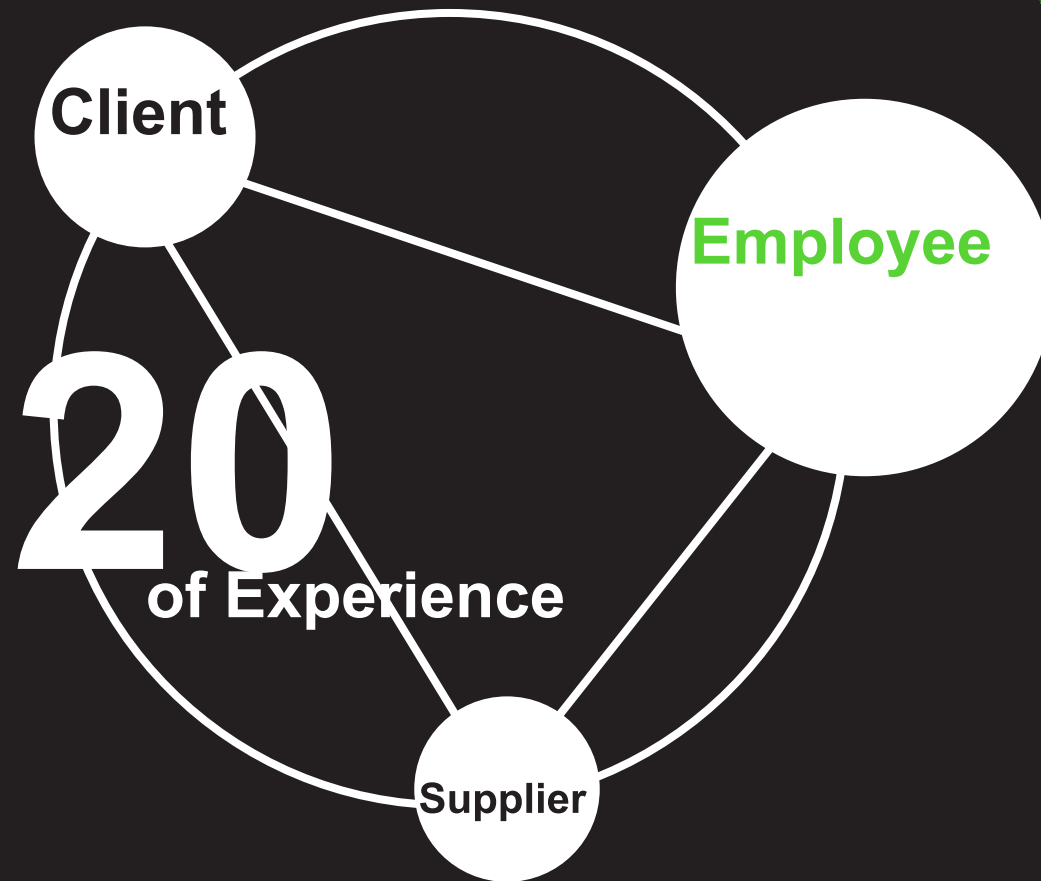
BAYAN-GROUP Occupational health and safety is constantly striving to sustain and improve the health and safety of all employees by reducing the possibility of any workplace injury illness.

BAYAN-GROUP Privacy policy is to protect the privacy of any personal information of Client, Employee, supplier or stakeholder.

2015

Strength

WE create FAMILY



CREATIVITY and working environment, printing expert, valuable relation with any client, time



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2A, Kamal Hassan Ali Str.
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