

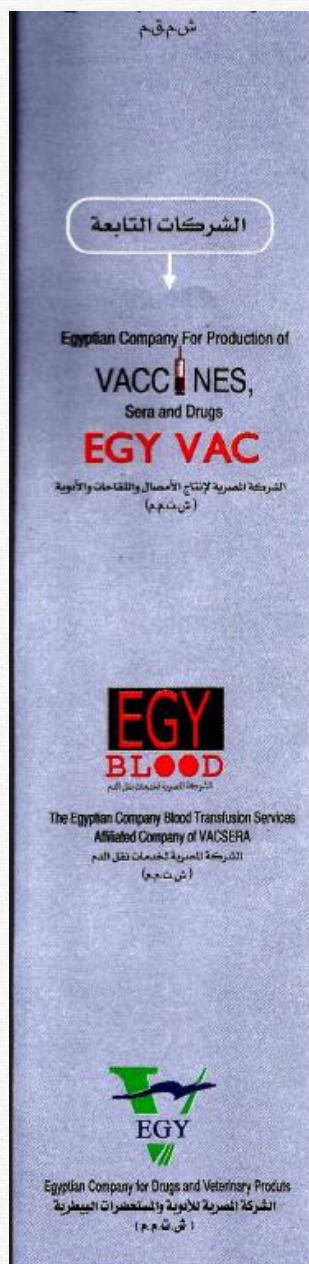
**The Egyptian Company for Blood Services and Products**

**COMMUNICATION  
ON PROGRESS  
2015**



## Contents

Page no.	Topic
2	Statement of the CEO Statement
3	EGYBLOOD Message
4	EGYBLOOD Profile
6	Application and Adherence To The Global Compact Principles
7	<b>1. Human rights</b>
8	A. Internally
10	1. Transportations
10	2. Entertainment
12	3. Social Service
14	4. Health Care
14	5. Safety Measures for our workers
15	6. VASCERA Library
16	B. Externally
17	1. The Therapeutic Unit
18	2. Clinical Pathology Unit
18	3. Blood Donation Campaigns
19	4. Genetics Unit
20	a. Molecular Lab
20	b. Cytogenetic Lab
20	c. Genetic Counseling clinic
21	d. Embryo disease diagnostic clinic
21	5. VACSERAMedicalCenter (VMC)
23	6. VACSERADiabetesCenter
25	<b>2. Labor</b>
27	<b>3. Environment</b>
29	Waste Management Program
30	<b>4. Anti-Corruption</b>
33	GRI Indicators



Dear Mr. Secretary-General,

I am pleased to confirm that the Egyptian company for blood transfusion (EGYblood) supports the ten principles of the Global Compact on human rights, labour, environment and anti-corruption. With this communication, we express our intent to implement those principles. We are committed to making the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Millennium Development Goals. EGY blood will make a clear statement of this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the ten principles. We support public accountability and transparency, and therefore commit to report on progress within one year of joining the Global Compact, and annually thereafter according to the Global Compact COP policy. This includes:

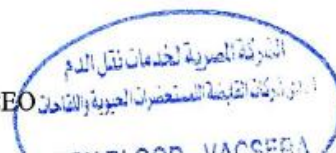
- A statement signed by the chief executive expressing continued support for the Global Compact and renewing our ongoing commitment to the initiative and its principles. This is separate from our initial letter of commitment to join the Global Compact.
- A description of practical actions (i.e., disclosure of any relevant policies, procedures, activities) that the company has taken (or plans to undertake) to implement the Global Compact principles in each of the four issue areas (human rights, labour, environment, anti-corruption).
- A measurement of outcomes (i.e., the degree to which targets/performance indicators were met, or other qualitative or quantitative measurements of results).

Sincerely yours,

Hala Adly  
12.7.2014

Dr. Hala Adly Hussein

EGY blood chairman and CEO





## EGYBLOOD MESSAGE

**\*EGY BLOOD** is committed to the United Nation Global Compact.

\* **WE** believe that collaborative work between counterparts in our industry can lead to remarkable changes and improvement in the work environment

\***WE** are aware of our social responsibility and we do apply policies to prevent child labor, discrimination, promote health and preserve the environment

\***WE** support the anti-corruption principle



## EGY BLOOD PROFILE

\*The Holding Company for Biological Products and Vaccine "VACSERA" is the sole manufacturer of vaccines and biological products in Egypt.

\*VACSERA is a government owned company that works under the umbrella of the Ministry of Health.

\* While the holding company is an arm of the Ministry of Health as previously stated, all of the affiliated companies are working as private legal entities, they have their own board of directors, which decide their own policies and strategies.

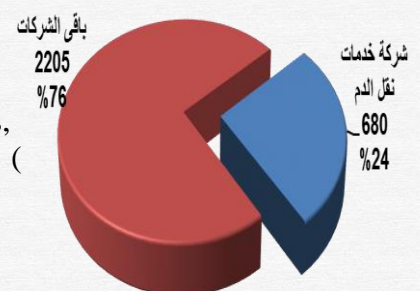
\* VACSERA's current institutional structure presents many advantages for the organization, as being both public and private company makes it enjoy the firm support of the Ministry of Health, as well as having all of the incentives of the private sector, and both push it to excel.

\*VACSERA has three affiliated companies one of them is: -

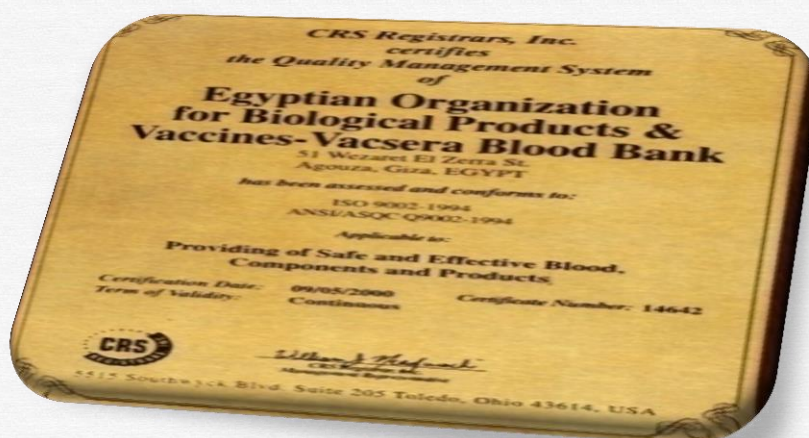


### The Egyptian Company for Blood Services and Products

- EgyBlood Represents 24% from the total number of the employees in Vacsera.
- The total number of the technical employees ( Doctors, Pharmacists, Chemists, High nurses, Nurses , lab technicians) equal 246 employee ( (36% from the total)
- Engineers and their assistants equal 73 ( 10 % from the total)
- The administrative jobs represents 361 ( 53% from the total)



\*EGYBLOOD holds the main Egyptian blood bank services in the region.



- The main business for EGYBLOOD as below:

- 1- .Blood manufacturing and separating by using the latest technology for detecting viruses and bacterial contaminants.
- 2- .Pooling of blood and blood products from sources within the Arab Republic of Egypt.
- 3- .Provide medical services to citizens and bodies.
- 4- .Therapeutic solutions, manufacturing solutions and comprehensive care for parenteral nutrition or intravenous.
- 5- .Diagnostic serology own manufacturing classifies blood groups and diagnostic reagents.
- .6-Providing diagnostic services to the government sector.
- 7- .Creation and management of diagnostic services centers.
- 8- .General business and commercial agencies related to the activity.



# **PART 1**

## **Application and Adherence To The Global Compact Principles.**

# 1-HUMAN RIGHTS



\*In terms of the Global Compact principles of supporting and protecting human rights, Egy Blood's Values and Ethics are at the heart of our relations with our clients, our personnel and the community — and are associated with the international declaration of Human Rights.

\*So we are very pleased to continue joining the Global Compact in order to share our experience with a lot of respectable establishments all over the world, under the supervision of the United Nations, and to expand our commitment to the principles of the Global Compact by learning from the experiences of others and then try to spread them in our community.

\*In our policy we address human rights, which are often interpreted in the health sphere to mean "a right to better health by embedding it in our mission and goals".

\*We apply non-discrimination practices and we are committed to our employees.

\*We are committed to respect human rights in both our workplace and our surrounding community.

\* We have taken certain measures to adhere to the principles of human rights in both our workplace and our surrounding community.

# A- Internally

- 1-EGYBLOOD protects the right of enjoying better health.
- 2- EGYBLOOD plays an essential role in the domain of public health in Egypt; it took an obligation to provide better Biological products, Blood derivatives and other pharmaceutical products at affordable prices to the Egyptian market.
- 3- EGYBLOOD respects human rights in the health research. We have a research Ethics Committee in place to evaluate compliance of the research procedures to ethics.
- \* EGYBLOOD adopts certain policies and strategies that address basic human rights in order to protect our employees' rights, improve the working conditions, and raise human rights awareness.
- \* EGYBLOOD goes through human rights by application of the following points for the employees in order to maintain the human rights and increase the awareness of the employees with human rights.

**\* EGYBLOOD Application of human rights:**

1. Transportations
2. Entertainment
3. Social Service
4. Health Care
5. Safety Measures for our workers
6. VASCERA Library

## 1-Transportation:

\* EGYBLOOD uses some of 42 buses owned by Vacsera dedicated to transport the employees from their residence to work and vice versa.

\*This service with small fees from the employees.



## 2-Entertainment:

\* EGYBLOOD VACSERA gives its employees and workers the opportunity to have their summer vacations at considerable costs in company-owned apartments by the sea.

\*At weekends EGYBLOOD organizes trips for its employees to places of their own choice.

\* EGYBLOOD believes in giving its employees the right to practice sports and encourages them to create teams to play for its name at the companies' leagues in various sports such as handball and football.

\* The football team has taken the 3<sup>rd</sup> place in the Company League.

\* EGYBLOOD achievement in the sport field is targeted by rising to the first division of Companies National Football League.

\* EGYBLOOD participating in Chess Champion







\*In order to provide the employees and their families with the chance to gather and practice sports VACSERA established "VACSERAClub" where the employees for Vacsera and the affiliated companies are allowed to spend time and practice their favorite sports.

\* "VACSERAClub" as well offers summer classes for different sports and activities for VACSERA`s employees kids.



### 3-SocialServices:

\*EGYBLOOD organizes Exhibition for durable goods in installments at low prices



\*EGYBLOOD organized a Productive Families Exhibition as a social assistance for the employee's family



\*The company organizes a Monthly competition for the ideal employee in order to motivate employees to work on raising productivity.



\* EGYBLOOD gives a hand to about 75 employees through "a committee for social assistance" to overcome their financial or social problems.

\*EGYBLOOD organizes "Donation Day" to encourage the employees to donate blood.

\* EGYBLOOD offering caring, education and entertainment for VACSERA`s mothers kids during their working hours in "VACSERANursery".

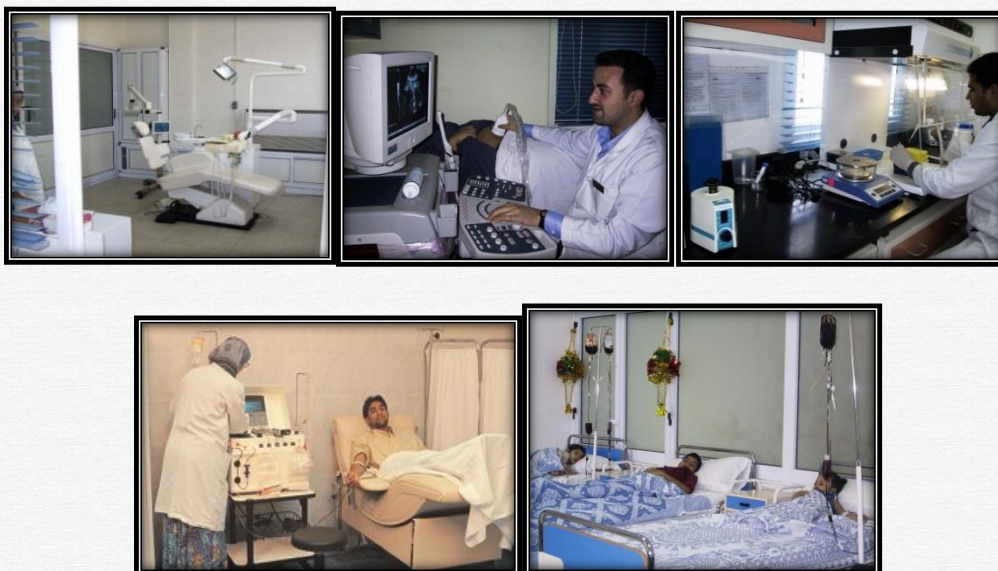
\* EGYBLOOD shares the working mothers their "Mother`s Day" and honors some of them.

\* EGYBLOOD cooperate with vacsera to organize "Orphan`s Day" every year on the first Friday of April to put a smile on orphaned children attended a fun-filled day of playing, music and presents to make it a day they can never forget.

\* EGYBLOOD has a unique insurance system, which gives its employees or their inheritors the advantage to receive 181-month salary as their retirement reward or death compensation beside their due pension.

#### **4-Health Care:**

\*EGYBLOOD provides distinguished medical services for their employees.



#### **Medical Care Project**

As EGYBLOOD cares for its employees and their families, this project is established in a way that the employee pays 10 L.E per month. So that, he and his family would have the right to visit any clinic (in VacseraMedicalCenter) for free besides getting 25% discount for any laboratory tests.

Any medical services or products produced by the company are sold for our employees at cost prices.





### **5- Safety Measures for our workers:**

\* Establishing a documentation system for safety issues according to the related international specification and guidelines such as WHO, OSHA and CDC.

Examples:

A- Providing a specific safety information manual for each unit at EGYBLOOD that includes all safety notes, guidelines, programs and standard operating procedures (SOP's) to ensure health and safety for all workers and work environment.

B- Providing the Material Safety Information references (MSI) specific for all chemicals used in all VACSERA laboratories, referring to the international Material Safety Data Sheet (MSDS) for each chemical.

\* Establishing EGYBLOOD safety program to accomplish the following goals:-

A- The protection of our personnel from being exposed to workplace hazards.

B- Providing safe environment for production or high quality research by making available safe practices on facilities.

C- Comply with WHO and CDC applicable standards that suit the local requirements and circumstances.

D- Designating a( quality & safety) coordinator team that covers all the company units and departments, who are well trained on general and specific safety rules, and also ensuring that all workers comply with all safety & quality rules.



## **6- VACSERA Library :**

Vacsera has Library which serves all the affiliated companies like EGYBLOOD and its sisters  
The huge library which holds:

1. 7000 books and journals
2. Internet access
3. Insignia (in process) which will connect the library with the largest libraries in the world to provide as much knowledge as possible for the researchers.

This will give the employees the opportunity to increase their knowledge.



# B- Externally

\* EGYBLOOD supports the human rights within our sphere of influence, we believe that we have a huge responsibility of our society especially in the medical field; we try to fulfill our concept in providing better health for people.

\* EGYBLLOD dedicates all its potentials, expertise and facilities in the favor of the surrounding community in order to achieve our goal in providing better health for the human.

\* In order to achieve its goal, EGYBLOOD made major efforts together with the government to contribute in the health field, among which:-

### **1-The Therapeutic Unit**

\*Blood transfusion services for the needy patients suffering from Hemophilia and Thalassemia, ranging from 2 months old infant to adults.

\*On average, one blood bag is provided for each patient per month, and the quantity varies according to weight and age of the patient.

\*Regular monitoring of the hemoglobin percentage in blood for Hemophilia and Thalassemia patients.

\*Providing the necessary chelating agents for patients whose condition necessitates so.

\*Fresh frozen plasma or CRYO to patient suffering from deficiency in factors 8 & 9, which results in chronic bleeding.

\*General check-up for our patients.

\*Our blood transfusion services benefit on average 173 Thalassemia patients, 94 Hemophilia patients, and 69 miscellaneous diseases per month.

\*Our services are at considerable prices and we provide free treatment for needy patients.

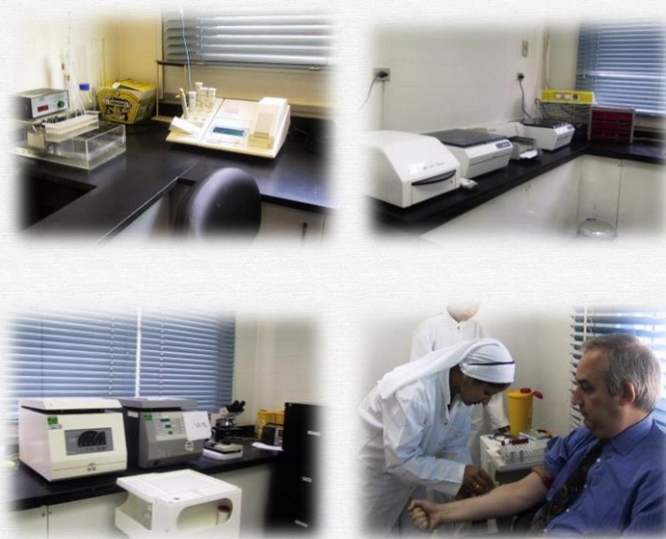


**Free-of-Charge services include:**

- \*General check-up and first aid for our employees.
- \*Dental check for employees and patients suffering from Hemophilia.
- \*In cooperation with the Hematology department at "Abu El-Reesh Hospital", medical consultants make regular visits to our unit to examine patients and give professional advices.

**2-Clinical Pathology Unit**

- \*All types of laboratory medical examination including chemical, bacteriological, immunological and Hemophilological.
- \*Urine, stool and hormonal analysis.
- \*Tumor examination.
- \*Prospect employees are subjected to Hepatitis, Syphilis, and AIDS tests.
- \*Employees and their relatives are entitled to 25% cost reduction on all laboratory medical examinations.
- \*In exception to hormonal analysis, blood bank employees are entitled to 50% cost reduction on all laboratory medical examinations.
- \*A lot of needy patients are examined and treated totally free in corporation with the ministry of health.





### 3-Blood Donation Campaigns.



\*On average, 4 campaigns per day and 4,000 to 6,000 blood bags collected per month.

\*Our mobile units for blood collection carries out 100 campaigns covering Cairo and Giza governorates with an average of 5000 blood bags.

\*All these blood bags, plasma and platelets are given nearly free for the individuals as well as hospitals.

\* EGYBLOOD offers a general checkup for the donors and made some tests for the donors like Hepatitis B (HBsAg), Hepatitis C (HCV), Thalassemia (TPAb), and AIDS (HIV).



## **4-Genetics Unit.**

### **A. Molecular Lab:**

- \*Gene level diagnosis
- \*Carrier detection
- \*Duchene muscular dystrophy and spinal atrophy diagnosis
- \*Finger prints
- \*Early diagnosis of embryo diseases from amniotic fluid.



### **B. Cytogenetic Lab:**

- \*Prenatal examination
- \*Chromosomal abnormalities
- \*Mental retardation syndrome
- \*Frequent abortion
- \*First trimester screening (PAPPA + free beta-sub)



**C. Genetic Counseling clinic:**

- \*Clinical diagnosis for handicapped children
- \*Genetic counseling

**D. Embryo disease diagnostic clinic:**

- \*3D Ultrasonography.
- \*1st and 2nd trimester screening.
- \*Amniocent.

**5- EGYBLOOD MedicalCenter (VMC)**

- \*The medical center offers full healthcare services through its different clinics and specializations. Though it is new amongst the other surrounding medical centers, patients prefer Vacsera's center where they receive high standard medical services for low costs. It opens from 8 a.m. to 6 p.m.
- \*The medical center has 25 specialties which provide unique medical service for customer and patients.

**\*The MedicalCenter comprises:**

Renal Dialysis Unit.

We have beds for day-use admission for renal dialysis, I.V rehydration, introduction of BCG tumor in cancer bladder patients and for blood donation.

Cardiology: equipped with an Electrocardiogram

Echocardiogram

A Stress/Exercise ECG

A Holter

Ophthalmology:

Ophthalmic minor surgeries can be operated

Examination of ocular pressure and vision screening

ENT



Dental Clinic which provides the following services:

Root Canal treatment (endodontics)

Partial and complete dentures

- Crowns and fixed bridges

1. Dermatology: equipped with

- We have qualified doctors who can deal with different dermatological cases with the help of advanced technology that we have as:
  - a) IPL (intensive pulsed light) for hair removal of skin (Hirsutism).
  - b) Chemical peeling.
  - c) UVB for treatment of psoriatic and vitiligo cases.
  - d) Electrocautery for treatment of skin tags and warts.
  - e) Meso-gun for mesotherapy use (Hair fall).
  - f) Lipolysis.
  - g) Meso-lightening.
  - h) Treatment of dark halos around the eyes.
  - i) Treatment of the chloasma.
- We have about 2000 patients / year 50% of them are treated on the expense of the ministry, 25% of patients treated with 50% discount as vacsera's employees, 25% are treated by full payment.

2. General Surgery and plastic surgery

3. Pediatrics

4. Orthopedics

5. Psychiatry

6. Gynecology

7. Endocrine glands

8. Surgical Endoscopy Unit

9. Clinical Nutrition Center

10. Ultrasonography Center

11. Genetics and Embryology Center

12. Blood Analysis Lab: also an extension of Vacsera's blood analysis laboratory in Dokki

13. Pharmacy: provides drugs to patients whose treatment expenses are covered by the government

\*We have about 10000 patients per month as following

- 70% of them are treated on the expense of ministry of health
- 15% are treated by 50% discount as Vacsera employees and
- 15% for lay persons



\*It is important to mention that this Center offers healthcare services to

- Vacsera's employees through Medical Care Project
- Patients whose treatment expenses are covered by the government
- The employees in organizations such as the National Health Insurance, Sudan Embassy, Misr Bank, Shoura Council, the organization for Public Transport.
- Public.



## **6- VACSERA Diabetes Center**

\* Just a few years ago access to comprehensive diabetes care was not available in Egypt, but now it is very easy.

In VACSERA diabetes Center number of patient on 2009 was about 1000 today the no. is about 4000 patients coming for follow up every month because we know that individual with diabetes can enjoy long, productive lives tremendously through education & better treatment this service is given freely to the poor patient at the expense of the state.



### **Diabetes Center team:**

Our goal is help our patients integrate optimal diabetes management into their everyday lives. We strive to remove all the barriers that may make it hard for people to take care of their diabetes. VACSERA diabetes center help patients & their families to put diabetes in its place this provided through range of clinicians (pediatric & adult endocurologists) as well as educators nutritionists, ophthalmologist we understand the impatience of working with the patient in reducing the risk of heart attacks & strokes. We are dedicated to the management of D.M., hypertension hyperglycemia with only one goal to reduce all there complications this is provided through complete medical plan

1. Monitoring blood glucose level & blood pressure.
2. Investigation (HbA1c, cholesterol & triglycendes level, etc.)
3. Eye & examination.

4. Abdominal & cardiac examination.
5. Continuing education by offering weekly classes on the following topics:
  - Type I, II D.M.
  - Gestational diabetes.
  - Nutrition & diabetes.
  - Ramadan & diabetes.
  - Hajj & diabetes.
  - Exercise & diabetes.
6. Giving patients their treatment (drugs or insulin) freely.



- \* EGYBLOOD adheres strictly to the “ILO's” declaration on fundamental principles and rights at work, which was adopted by the International Labor Conference.
- \*Vacsera has a declared a system of regulations which states the terms and condition of duties as well as the penalties and rewarding policy.
- \*Vacsera realizes and protects the right of the workers and employees regarding freedom of association.
- \*80% the employees and workers are members of syndicates according to their specialties and the company strongly supports their participation in various activities in these syndicates.
- \*EGYBLOOD hosts a branch of "the syndicate of the workers of the ministry of health".
- \* EGYBLOOD recognizes the right to collective bargaining between the board and the workers.
- \*Vacsera established the Think Tank committee in order to form a mechanism of meeting and sharing ideas between the employees and the board, which can be considered as collective bargaining.
- \* EGYBLOOD does not have any kind of discrimination in its hiring policies based on religion, political beliefs, se or race.
- \* EGYBLOOD is giving an equal treatment and equal pay to both genders, in fact the majority of its staff members are women who hold senior positions in the company.
- \*EGYBLOOD established a specialized data base unit to evaluate the employees' performance, qualifications, skills, and experience without taking into consideration any discrimination of any kind.
- \* EGYBLOOD opposes child labor as there is not any single employee under 18 years old in the company and in our future plans we are willing to take certain measure to monitor our associates and suppliers polices against the child labor.
- \*In 2015 EGYBLOOD Board had decided that the employees of Vacsera must be presented in the board by 42%.





\*Respecting the environment preservation practices is the normal attitude in EGYBLOOD.

\*Safe & Healthy environment is the policy of all our employees and their commitment is fully achieved.

\* EGYBLOOD is implanting an Environmental Management System (EMS) which has been assessed and granted registration to “ISO 14001:1996”, in November 2003, continuance of registration has been confirmed as a result of the surveillance audit that was performed in September 2004.

Our Environmental Policy is “Safe & Healthy Environment” It is announced & understood by all our employees to ensure their commitment.

\*Senior management commitment is the driving force for the continual improvement process of our environmental performance which constitutes our major environmental objective.

\* EGYBLOOD Environmental Objectives have been achieved by launching the following Environmental Management Programs:

1. Environmental Management System Documentation & Implementation
2. Environmental Aspect-Impact Identification of Processes, Materials, Products, Equipment, Tools & Services
3. Infrastructure Improvement Program
4. Green Technology adoption in our Product & Process Design Innovation
5. Prevention of Pollution & Infection by:
  - Environmental Measurement & Monitoring
  - Preventive Medicine & Occupational Health program
  - Infectious Waste Treatment
  - Sewage treatment.
  - Green Area Management Program
  - EMS Training Program
  - Emergency Preparedness Programs
  - Compliance with legal regulations & other requirements.

\*Environmental Management System Audits are periodically executed in accordance with the Audit Annual Plan .Results of the audits are reported to the top management for review and as a basis for improvement of the environmental management system.

6. Establishing a documentation system for safety issues according to the related international specification and guidelines such as WHO, OSHA, and CDC.

Examples:

A-Providing a specific safety information manual for each unit at EGYBLOOD that includes all safety notes, guidelines, programs, and standard operating procedures (SOP's) to ensure health and safety for all workers and work environment.

B-Providing the Material Safety Information reference (MSI) specific for all chemicals used in all the company laboratories, referring to the international Material Safety Data Sheet (MSDS) for each chemical.

- 7-Establishing the company safety program to accomplish the following goals:-

- A- The protection of our personnel from being exposed to workplace hazards.
- B- Providing safe environment for production or high quality research by making available safe practices on facilities.
- C- Comply with WHO and CDC applicable standards that suit the local requirements and circumstances.
- D- Designating a safety coordinator team that covers all Vacsera units and departments, who are well trained on general and specific safety rules, and also ensuring that all workers comply with all safety rules.

### **Waste Management Program**

1. Separation of uninfected wastes from infected wastes that originate from labs and production
2. Collection of wasted by procedure that ensure the safety of employees.
3. Transportation of wastes to infectious waste treatment unit.
4. Then treatment occurs to convert the infected wastes to uninfected wastes.
5. Dumping of wastes is done through private environmental companies associated to Giza governorate. The whole process is under the supervision of the Ministry of Environment.

# ANTI-CORRUPTION



\* EGYBLOOD has a transparent management system which believes in openness as an essential tool for success and conflict resolution on any level.

\*Circulation of documents in the company is done under strict official regulations based on transparency and accountability between employees to prevent any illegal practices.

\*VACSERA has an established legal department which oversees personnel behavior and carries out investigation whenever needed. This is followed by the enforcement of relevant legal penalties according to the company's internal set of regulations.

### **\*Protection Measures:**

\* EGYBLOOD implemented the policy of signing NDA( Non-Disclosure agreement) in various departments. Employees sign this agreement on obligatory basis, especially before being assigned critical projects to work on within the company.

\*This kind of agreement helps protect the employees against unintentional disclosure of confidential information.

We are considering the spreading of this kind of awareness in the organization through formal training sessions.

### **IP role in society:**

Protection of an invention as a patent gives the company exclusive rights to use [this](#) invention, so intellectual property rights is important in the Biological field to face infringement.

A strong intellectual property system promotes innovation which benefits the public by offering solutions to problems.

To obtain a patent, an inventor is required to make a technical disclosure that will enable persons skilled in the relevant area of technology to make & use the invention. It also makes the knowledge available to others who would build on it.

**IP role for EGYBLOOD employees:**

If any researcher invents or contributes in making an invention, this invention will be protected by a patent & the inventor is entitled to be named as such in the patent application & the company is entitled as assignee.

Vacsera provide incentives to researcher who invent or contribute in making an invention.

## PART 3

### The Indicators

#### GLOBAL COMPACT GRI INDICATORS

#### I-Human Rights

#### Relevant GRI Indicators

1-Businesses are asked to support and respect the protection of international human rights within their sphere of influence;

HR1

Description of policies, guidelines, corporate structure, and procedures to deal with all aspects of human rights relevant to operation, including monitoring mechanisms and results

HR2

Evidence of consideration of human rights impact as part of investment and procurement decisions, including suppliers and contractors.

2-Make sure their own corporations are not complicit in human rights abuses.

HR2

Evidence of consideration of human rights impact as part of investment and procurement decisions, including suppliers and contractors.

#### II-labour

#### Relevant GRI Indicators

3- Businesses are asked to uphold the freedom of association and the effective recognition of the right to collective bargaining;

HR5

Description of freedom of association policy and extent to which this policy is universally applied independent of local laws, as well as description of procedures/programmes to address this issue.

LA3

Percentage of employees represented by independent trade union organizations or other bona fide employee representatives broken down geographically OR percentage of employees covered by collective bargaining agreements broken down by region / country.

4-The elimination of all forms of forced and compulsory labour;

HR7

Description of policy to prevent forced and compulsory labour and extent to which this policy is visibly stated and applied as well as description of procedure/programmes to address this issue, including monitoring

5-The effective abolition of child labour;

HR6

Description of policy excluding child labour as defined by the ILO convention 138 and extent to which this policy is visibly stated and applied, as well as description of procedures/ programmes to address this issue, including monitoring systems and results of monitoring.