



## **United Nations Global Compact: Communication on Progress (COP)**

### **Polaris in Brief:**

Polaris Parks was officially launched in January 2008 by the Turkish president, Abdullah Gul, as the first initiative of its kind in Egypt, both as a private industrial park and as a large-scale joint collaboration between Turkey and Egypt, aiming to enhance the competitive edge of both countries in order to enable them to penetrate global markets.

The both projects, Polaris International Industrial Parks and Polaris Al Zamil Industrial Park, are focusing on attracting industrial investors operating in light industries with clean processes, abiding by the environmental regulations in accordance with the governmental regulations.

Accordingly, Polaris International Industrial Parks is the first environmentally friendly industrial park in the MENA region, setting great importance on the additional value added to investors through measures such as solar lighting system in the streets to reduce overhead costs and carbon footprint, and 80.000 square meters of planted green areas and regulatory By-Laws to support coherent existence between different industries.

Polaris Parks works for the development of the country together with its industry in order to adapt and compete in the global economy by preparing the necessary environment for industry while aiding investors through difficulties of the start-up period and moving into operational phases.

In order to do this Polaris Parks develops unutilized areas into industrial compounds with infrastructure networks, offering value-added facilities and providing professional management systems.

Polaris International Industrial Parks" was honored In Financial Times FDI Magazine. The magazine ranked Polaris International Industrial Park No. 45 in their "Global Free Zones of the Future" Report 2012/2013. FDI is the world's premier publication for the business of globalization and a prime division of The Financial Times Ltd, specializing in all areas relating to foreign direct investment and investment promotion.

### **Statement of continuous support :**

Polaris International is pleased to confirm and reiterate its support of all United Nations Global Compact principles in the areas of Human Rights, Labor, Environment and anti-Corruption.

Polaris International with its policies and strategies, is promoting industrial development and economic performance while adopting the highest standards of environmental protection and improving the

quality of broad Egyptian industrial community through dedicated development initiatives.  
\*Polaris International is aware of the importance of creating an environmentally developed industrial area to assist in the global battle against climate change.

In this spirit, Polaris International environmental protection is main key of its corporate pillars is using advanced Solar system to reduce carbon print .

\* In year 2015 , Polaris International has put extra efforts and investments to implement more advanced irrigation system in the park for water consumptions

\* A quality and facility personnel is responsible to monitor environmental facilities and assure its accurate operation (Water measuring – electrical consumptions – maintenance ....) .

\* Still “WEF “ Polaris International SR arm is promoting UNGC principles throughout its activities :

- Engaged more than 5 new members to be participants .
- While operating and dealing with stakeholders WEF is promoting UNGC principles .
- WEF has submitted its COE mentioning its continuous support for UNGC .

\* Polaris is still supporting Gender equality .

\* An open door complaints is applied directly with the Chairman and GM , everyone has the right to take openly about his concerns and problem if any . An immediate action is taken .

\* A talent Development department is created to handle all aspects related employees taking into considerations the main 2 principles human rights and labor practice (complaints – fair evaluation – working conditions – training and development )

\* For the second year the employee evaluation system has been implemented that works in depth with transparency taking into consideration new monitoring aspects that commit to UNGC principles and moreover with motivation system to protect the labor rights.

\* AS mentioned last COP , Polaris International for promoting environmental aspects has participated in wind energy tender , and this year we are pre-qualified for the project of Wind .....

\*As Polaris is always looking for sustainable development and as it is looking for its stakeholders benefit a Residential (Housing) project is in launch phase .

- The housing main purpose is to retain investors employees by providing them the facility of owning a nearby home .By providing the Housing project Polaris will create the first industrial gated providing beneficiaries all facilities needed .

\*Polaris International is providing to its employees and stakeholders a formal framework – guidelines, actions to be taken , monitoring its operations to ensure the business as a whole complies with all applicable antitrust laws.

Finally as We are totally supporting the UNGC , Polaris has been nominated as steering committee member in UNGC Egypt .

Polaris and WEF has supported UNGC Egypt network to be independent entity .

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UNGC principles	SPHERE OF BUSINESS INFLUENCE	SOURCES OF CORPORATE GOVERNANCE	ACTIONS TAKEN	INDICATORS CORRESPONDENCE
<b>Human Rights</b>				
Principle1 Businesses should support and respect the protection of internationally proclaimed human rights	Employees – Investors- contractors-	Internal policies and code of ethics	Training and awareness for staff and stakeholders on human rights aspects	G4- HR2, HR4
Principle 2: Human Rights Business should make sure they are not complicit in human rights abuses.	Employees – Investors- contractors	Internal policies and code of ethics	HR policies and procedures declared. Talent development department created	G4-HR,HR2-HR4
<b>Labor</b>				
Principle 3: Labor Businesses should uphold the freedom of	Employees – Investors- contractors-	Internal policies and code of ethics	Training to employees for labor aspects then Follow up with monitoring and assessment	HR5, LA9,LA4, LA5

association and the effective recognition of the right to collective bargaining				
Principle 4 The elimination of all forms of forced and compulsory labor	Employees , investors- contractors	Internal policies and code of ethics	No Case of forced or compulsory labor in Polaris	HR2 –HR7
Principle 5 The effective abolition of child labour	Employees- Investors- Contractors	Internal policies and code of ethics	No case of child labor abolition in Polaris as it is clearly declared from the beginning	HR6
Principle 6 The elimination of discrimination in respect of employment and occupation	Employees – Investors – contractors	Internal policies and code of ethics	Clearly declared with updated agreement with recruitment agencies Updated interview system for employment	LA2; LA14; EC5; HR2; HR4; EC7
<b>Environment</b>		Internal policies and code of ethics		
Principle 7 Businesses should support a precautionary approach to environmental challenge	Employees – Investors – contractors- Governmental university (Cairo University	Internal policies and code of ethics	As we are first environmental industrial park an ongoing environmental policies is applied Water consumption Quality and monitoring	EC2, EN3,EN8,EN18, EN30

			system is applied	
Principle 8 Undertake initiatives to promote greater environmental responsibility	Employees- Investors- communities	Internal policies and code of ethics	Continuous approaches and advices supplied to develop more industrial areas .	EN6, EN7 , EN30
Principle 9 Encourage the development and diffusion of environmentall y friendly technologies	Employees , communities	Internal policies and code of ethics	Pre-qualifies nomination stage for government “wind energy”	EN6, EN7, EN18
<b>Anti-corruption</b>				
Principle 10 Businesses should work against corruption in all its forms, including extortion and bribery	Employees – investors- contractors- communities	Internal policies and code of ethics	Give training on ethical behaviors to its stakeholders and promoting for importance of integrity on economic and SR	S02, S03,S04,S05