



STATEMENT OF SUPPORT TO UN GLOBAL COMPACT'S PRINCIPLES

Attention: Mr. Secretary General

On Behalf of the AmCham Egypt Board of governors, I would like to express our organizations' support to the United Nations Global Compact principles.

This communication on engagement elucidates the actions taken by AmCham Egypt to abide to and incorporate the ten principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment, and Anti-corruption as a part of its daily operations and activities.

These UN Global Compact initiative has positively influenced AmCham Egypt as well as helped provide a framework for raising awareness on the importance of social commitment within the business community. The impact of our commitment to the ten principles can be easily acknowledged throughout AmCham Egypt and I will be delighted to share this information with employees and members.

The American Chamber of Commerce in Egypt (AmCham Egypt) was established in 1982 as the 44th affiliate of the U.S Chamber of Commerce. Today, AmCham Egypt is one of the largest and most active overseas affiliates of the U.S. Chamber of Commerce, connecting more than 1900 senior executives representing Egyptian companies with business interests in the United States and American and multinational companies doing business in Egypt. AmCham serves its members by advocating on their behalf for a favorable business environment, promoting trade and investment, and fostering a socially responsible business environment. AmCham produces a wide variety of research publications and offers numerous business services and training programs to its members as well as to the business community at large. The AmCham network spreads beyond the national level, where AmCham Egypt is a founding member and the permanent secretariat of the AmCham MENA Regional Council.

Once again, I would like to confirm AmCham Egypt's ongoing commitment and support to the United Nations Global Compact. We welcome you feedback on this report.

Sincerely,

Tamer El Naggar

CEO, AmCham Egypt



AmCham Egypt

The American Chamber of Commerce in Egypt (AmCham Egypt) was established in 1982 as the first AmCham in the Middle East.

AmCham's mission is to promote trade and investment between Egypt and the United States.

Today, AmCham Egypt is one of the largest and most active overseas affiliates of the U.S. Chamber of Commerce, connecting more than 1800 senior executives through a membership network that spans different industries, sizes and nationalities.

AmCham serves its members by advocating on their behalf for a favorable business environment, promoting trade and investment, and fostering a socially responsible business environment.

AmCham's advocacy work focuses on trade liberalization, creating a friendlier business environment and addressing common challenges.

In addition to that, AmCham offers a wide range of specialized business services, both to its members and the business community at large.

The AmCham Egypt Foundation is AmCham's charitable arm through which it carries out its corporate social responsibility activities.

AmCham Egypt is a non-profit, non-governmental organization.

AmCham is a founding member and the permanent secretariat of the AmCham MENA Regional Council.

AmCham Egypt is also the current secretariat for the Egypt-U.S. Business Council (EUSBC).



AmCham Egypt Activities in Compliance with UN Global Compact Principles

Human Rights & Labor:

AmCham Egypt highly upholds policies that respect human rights at the workplace. As mentioned in the United Nations Universal Declaration of Human Rights; “The rights of individuals at the workplace, are not to be infringed by any means”.

This is exemplified throughout the organization; starting with the hiring process; AmCham hires the most qualified and competent employees in the labor market based on specific job criteria, without exhibiting acts of discrimination or biases based on religion, race or gender.

AmCham has adopted a zero tolerance policy towards any sort of inappropriate conduct and behavior. It is considered the responsibility of all employees to refrain from inappropriate behavior and/or violence. AmCham is also committed to the safety of its employees, property, and equipment; ensuring the health and safety measures are in place and guaranteeing the protection against work mechanical, physical, and other hazards.

AmCham new hires are subject to medical examination. Results of these examinations are private and confidential and does not affect the hiring decision except in rare cases. Medical insurance benefits are offered to all employees.

All AmCham employees have the freedom to express their opinions as it related to current issues, however it should be explicitly stated that these do not represent the position of the organization.

AmCham Egypt is a strong advocate for women empowerment and women's rights not only in Egypt, but around the Middle East, North Africa Region. As the secretariat of the [AmCham MENA Regional Council](#), it is responsible for administering the MENA Council Women Awards Program seeking to empower women in different fields.

AmCham Egypt upholds the highest labor standards across all its functions. Embedded within AmChams core principles is a no discrimination policy. Prior to employment, all applicants go through the same employment procedures, without any biasness related to gender, race, faith, or background. Following employment, discrimination between employees does not occur in any form as they all abide to the same policies and procedures.

According to AmChams grievance policy, employees who need to communicate issues of dissatisfaction should report to their direct supervisor and if the issue remains unresolved, they may escalate it to the CEO. AmCham upholds an efficient and fair appraisal system to assess the performance of all employees, helping them identify their strengths and weaknesses, and for the HR to evaluate their training needs. AmCham offers training programs to employees to further empower them, build their capacities and enhance AmCham productivity.

Environment:

As a representative of the private sector, AmCham is a strong believer in the role of corporations in promoting environmental awareness and socially conscious practices. In recent years, it became evident that socially consciousness improves brand equity.

The [AmCham Corporate Sustainability and Responsibility Committee](#) is the platform through which AmCham advocates for community engagement among its member companies. Jointly with the United Nations Development Program (UNDP), the committee will be hosting a conference on February 7th, 2016 entitled; “A Commitment to Development: The Private Sector’s Role in Inclusive Growth.” The keynote speaker of the conference will be H.E Felipe Calderón, the Former President of Mexico and Egypt’s Minister of Social Solidarity, H.E. Ghada Waly.

In addition to that, the AmCham Environment Committee works on raising the awareness regarding current environmental issues. The committee helps increase environmental responsibility among member companies through expanding co-operation and knowledge sharing.

AmCham Egypt, through its ongoing partnership with the [United Nations Development Program \(UNDP\)](#), is committed to promoting goodwill practices in the private sector. Issues such as: poverty, climate change, Corporate Social Responsibility are priorities. Three major international conferences have been organized in the past by AmCham in conjunction with UNDP, attracting keynote speakers including; the Honorable President Bill Clinton who addressed the issue of ‘Goodwill and the Role of the Private Sector’ and the Honorable Vice President Al Gore, who addressed the issue of Climate Change.



AmCham Egypt as an organization, has adopted a number of environmentally responsible practices. Most recently, is AmCham's work with UNDP to promote the usage of LED lighting system as an energy saving, environmentally friendly alternative to regular lighting systems. AmCham Egypt will shortly become the first business organization to use LED lighting systems and has pledged to promote this technology to its 900+ member companies as part of its environmental awareness outreach.



Another major project that AmCham had embarked on in recent years was the '**Road Safety Project**'. Due to the alarming increase in the number of road accidents in Egypt, and the deterioration of road conditions, AmCham Egypt joined forces

with the Ministry of Interior and the Ministry of Transport to reach out to the business community seeking their support on this project. The projects entailed installing safety signage on the Cairo Ring Road. A launch event took place featuring a number of local companies; that exhibited the latest technologies, devices and equipment in the field of road safety.

AmCham Egypt recycles office paper that is donated to a charity association to help generate income to fund its activities. Some AmCham material is printed on handmade recycled paper in partnership with the [Association for the protection of the Environment \(APE\)](#). AmCham also uses environmentally-friendly organic paper.

In 2013, AmCham Egypt has also partnered with Habitat for Humanity Egypt, to provide housing and shelter to citizens living under severe conditions through the generous support of AmCham member companies. Habitat for Humanity Egypt focuses on disadvantaged areas with the highest poverty levels and with the support of AmCham Egypt, the organization was able to expand its outreach and maximize its impact.



Anti-corruption:

AmCham Egypt's policy affirms its commitment to the highest standards of ethics, integrity and fairness. Abiding by its constitution, AmCham embraces the principles of integrity, objectivity, accountability, transparency, and honesty in its daily activities. AmCham Egypt makes it a priority to respect all commitments, values and most importantly its mission statement. AmCham accounts are audited through an independent audit.