

ENHAS 2015 Communication on Progress.



United Nations Global Compact



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A Message from ENHAS CEO Philippe LACROIX

To our stakeholders:

I am pleased to confirm that ENHAS reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

Sincerely yours,



Philippe LACROIX
Chief Executive Officer



Ten Principles of the UN Global Compact

Human Rights

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.

Labour Standards

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.

Environment

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.

Anti-Corruption

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



Human Rights

Principles of the UNGC: Businesses should support and respect the protection of international human rights; and make sure that they are not complicit in human rights abuses.

As reflected in our previous communications on progress that can be accessed on the United Nations Global Compact site, Entebbe Handling Services Limited has continued to implement the principles of the UNGC in our daily operations. Please refer to our publications on the site for a detailed report.

Entebbe Handling Service Limited adheres to the Universal Declaration of Human Rights. Moreover, we have established some core values that underline the company's devotion to the Human Rights principles.e.g At ENHAS we have policies regarding Human Rights. These include policies regarding stress, pregnancy, illness, consistent repeated work, health, equal employment opportunities etc.

ENHAS Initiatives

ENHAS staff received a general salary increase. This decision increased staff self confidence and is a driving force to the never ending quest for delivering best results. It also enhanced staff capacity to meet their financial needs.

ENHAS also continues to adhere to our Terms and Conditions to help our employees recognize and report violations. Management team sets the tone and expectations for staff.



Labour Standards

Principles of the UNGC: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced and compulsory labour, the effective abolition of child labour; and the elimination of discrimination in respect of employment and occupation.

There is a strong focus within the company on ensuring the best possible work environment and conditions for our employees that is reflected in our internal code of conduct.

ENHAS Initiatives

ENHAS implements a zero tolerance policy against any sort of discrimination in view of protecting our employees from abuse or harassment. Forced Labor and child labor are strictly prohibited.

Every ENHAS employee is made aware of our policies during orientation on equal employment opportunity, our culture of leading by example and excellence, our commitment to maintaining a safe and healthy work environment, among others.

ENHAS regularized our policies to be in line with the Labour Laws of Uganda. It is a requirement to have a contract with the casual staff (who we now refer to as contract employees). A policy on providing the casual workers with a contract which clearly outlines the terms and conditions of service was implemented.



Environment

Principles of the UNGC: Businesses should support a precautionary approach to environmental challenges; undertake initiatives to promote greater environmental responsibility; and encourage the development and diffusion of environmentally friendly technologies.

ENHAS is focused on saving the environment and making it better by ensuring sustainability in the management of all our activities to minimize impact on the environment. We have continued our efforts from previous years to reduce hazardous environmental releases.

ENHAS Initiatives

Practical actions were taken most notably on protection of the environment through conservation and management of natural resources/unique habits (game reserves) for rare species.

ENHAS has continued to condemn ivory trade /trafficking through Entebbe International Airport by constantly engaging our stakeholders. This has yielded results by a positive change in attitude amongst the security organs at the Airport.

We acquired a number of electrical forklifts. They have zero emissions resulting in a better and more safer work environment and less noise during operations which has resulted to a better and safer work environment for the employees.



Anti-Corruption

Principles of the UNGC: Businesses should work against corruption in all its forms, including extortion and bribery.

ENHAS adheres to the strongest anti-corruption principle of them all; transparency. All elements of trade are completely transparent to everyone interested in knowing more. The transparency principle means that no customers or suppliers are treated differently than others, reducing the element of corruption greatly. We have a description of our policies in place and company goals on anti-corruption.

ENHAS Initiatives

The principle of transparency is one of the most important elements of ENHAS's core values. To ensure that these values are constantly met, all new employees are educated on the principle.

We are continuing to utilize the Lie Detector on work related topics. This is useful in reducing the incidences of fraud, theft, dishonesty and all illegal activities at the work place. All employees are regularly sensitized about the Lie Detector. New staff are subjected to the new technology which protects us as a company and the airport community at large from recruiting people who are security threats.