

13-04-2016



Under-Secretary-General Ban Ki-Moon
United Nations
New York, NY 10017
USA

Dear Sir,

I am pleased to confirm that *Alpha Nero* supports the ten principles of the UN Global Compact with respect to human rights, labour, environment and anti-corruption. With this commitment, we express our intent to support the Global Compact advancing these principles, and will make clear statement of this commitment to the general public.

We also pledge to participate in and engage with the UN Global Compact in the following way(s): I continue on supporting and adopting sustainable and socially responsible policies, but also to report on their implementation in my company.

For 2016, I renew my ongoing commitment to the initiative and assure that I implement the ten principles in the areas of Human Rights, Labor, the environment and anti-corruption. I want to make sure my company is and will be eco-friendly, respect rights and people. This commitment makes a statement about the company's values and the benefits it brings.

We recognize that a key requirement for participation in the Global Compact is the submission of a Communication On Engagement (COE) that describes our organization's efforts to support the implementation of the ten principles and to engage with the Global Compact. We support public accountability and transparency, and therefore commit to report on progress within two years thereafter according to the Global Compact CEO policy.

Yours sincerely,

Mr Simon Hacker
General Manager and Founder





Alpha Nero report on Global compact annual COP:

Company name	Alpha Nero	Date	04-13-2016
Address	Alpha Nero FZ LLC International Media Production Zone – Unit E79 PO Box 32736 – Dubai, UAE		
		Membership date	May 2015
Country	Dubai	Number of employees	50
Contact name	Simon Hacker		
Contact Position	General Manager and Founder	Sector	Retail design and Production company
Contact Telephone no.	0551645933		

Brief description of nature of business

Alpha Nero is the expert in bringing innovative and refreshing ideas to stand out of the market thanks to its managing team having experience in hospitality management, luxury industry and branding strategy. We offer extensive manufacturing capability from design up to production and installation all around the GCC countries. With a solid foundation in shop-fitting and retail merchandising, we focus on high-quality level in the manufacture of shop furniture's /shop-in-shop/ pop-up stores for some of the most prestigious brands in the market.

Statement of continued support

As per 2015, I express continued support for the UN Global Compact, I continue on supporting and adopting sustainable and socially responsible policies, but also to report on their implementation in my company.

For 2016, I renew my ongoing commitment to the initiative and assure that I implement the ten principles in the areas of Human Rights, Labor, the environment and anti-corruption.

Signature:



Position:

General Manager and
Founder

HUMAN RIGHTS	
PRINCIPLE 1	Business should support and respect the protection of internationally proclaimed human rights
PRINCIPLE 2	Business should ensure that they are not complicit in human rights abuses
Our commitment and Policy	
<p>We have chosen the Ngo Humanium that focuses on eradicating child labor in India to participate financially with a yearly donation. We implement a strict policy for our workforce: security, equitable distribution of power and resources. We identified these priorities in the management of human Rights considering the sector of activity: health, access to water, housing, Migrant workers, sexual harassment, Children. We schedule regular meetings with workforce to let them know about their rights.</p>	
A brief description of our Processes or Systems	
<p>We implemented a chart on sexual harassment and let all the workers aware of this chart. All workers once hired signed up a form letting them know about their rights, how they must behave and retribution if they don't follow the rules. They all have been granted with a work permit which gives them the residential visa.</p>	
Actions implemented in the last year / planned for next year	
<p>Regular meetings with the team, to let them express their feelings. The keep of a Human Rights Impact Assessment: enables an assessment of the human rights impact of any proposed policy, action or decision. Planned for next year, maybe to take part in other organizations.</p>	
Measurable Results or Outcomes	
<p>No reclamation from our team which results in a good work, a positive impact on the production and a development for the company's business. No issues since we launched the company, a positive evaluation from an auditor no later than last Sunday.</p>	
<p>Targets for future years: We want to keep on going on this way in order to maintain good relationships at work, to develop the business, to maintain order and peace here, to keep on being part of the UNGC</p>	

LABOUR	
PRINCIPLE 3	Business should uphold the freedom of association and the effective recognition of the rights to collective bargaining
PRINCIPLE 4	Business should support the elimination of all forms of forced and compulsory labor
PRINCIPLE 5	Business should support the effective abolition of child labor
PRINCIPLE 6	Business should support the elimination of discrimination in respect of employment and occupation
Our commitment and Policy	
<p>Ensure the wellbeing of our employees and workers. Especially in hard living and working conditions of laborers in UAE due to excessive heat, we are committed to ensure the respect of working hours, breaks, laundry, decent accommodation, excellent medical insurance coverage, security policy (protection masks, ventilated manufacture, safety gloves and shoes, rest room with table, chairs, fridge, beds for lunch break). No extra hours.</p>	
A brief description of our Processes or Systems	
<p>We installed warning panels, security symbols, drawings and codes in the warehouses. Training day to let them know how to react in case of problems: mechanicals, treat to health, in case of fire.</p>	
Actions implemented in the last year / planned for next year	
<p>We made sure that in both warehouses we have First Aid Kit Box, foam extinguisher and a water station. We engaged the company in the HGO Humanium, to fight against child labor. All workers have work permits. We'll stick to these policies within next years. Planned for next year, maybe to take part in other organizations.</p>	
Measurable Results or Outcomes	
<p>No major health incidents, the First Aid Kit box already used by workers for minor accidents. All workers wear their equipment when working- respirator, glasses, gloves, safety shoes and so on. Security has been checked during the audit, positive rating on the security and our commitment for the Labor label.</p>	
<p>Targets for future years: As always we want to keep on going on to this direction in order to be able to develop, to grow. We expect workers to be as happy as today at work, it is also a token of quality, respect and reliability for clients.</p>	

ENVIRONMENT	
PRINCIPLE 7	Business should support a precautionary approach to environmental challenges
PRINCIPLE 8	Business should undertake initiatives to promote greater environmental responsibility
PRINCIPLE 9	Business should engage the development and diffusion of environmentally friendly technologies
Our commitment and Policy	
<p>We are committed not to use any pollutant products in our production process. We implement procedures in order to reduce the carbon foot print choosing local materials providers and to controlling electricity and water consumption. We look for the best shipping options for our ongoing abroad projects.</p>	
A brief description of our Processes or Systems	
<p>We implement selective sorting within the company, regarding all different products we use.</p> <p>We have dust collectors within the warehouses, the cleaning man makes sure not to use chemicals and he has the task to fill in a report with the followings information: protocol, cleaning products, names of the products, the frequency of use and the surfaces he cleaned.</p>	
Actions implemented in the last year / planned for next year	
<p>Considering the different locations of our projects we always find suppliers in the country where projects are installed. We provide carpooling for our workers and ask our driver to go and deliver/pick up samples, products, papers and so on at the same time, no useless back and forth.</p> <p>We arranged meetings with the team to make them aware of the management of water resources. We turn off all buttons when we don't use machines, cables or lights. Planned for next year, maybe to take part in some organizations.</p>	
Measurable Results or Outcomes	
<p>Since we launched the company we noticed a decrease in the water consumption, in the warehouses or in offices. Same result about the electricity supply, decrease in the charge.</p>	
<p>Targets for future years: There are no special targets for future years, at least keep on going this way. No use of chemicals, to choose local materials, to work with locals.</p>	

ANTI-CORRUPTION	
PRINCIPLE 10	Business should work against corruption in all its forms, including extortion and bribery
Our commitment and Policy	
It is our policy to conduct all of our business in an honest and ethical manner. We take a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity in all our relationships and business dealings wherever we operate and to implementing and enforcing effective systems to counter bribery.	
A brief description of our Processes or Systems	
All workers operating in the company receive regular, relevant training on how to implement and adhere to this policy. Myself and my partners have overall responsibility for ensuring this policy. I monitor the effectiveness and review the implementation of this policy. I invite workers to comment on this policy and suggest ways to improve it, if there is one.	
Actions implemented in the last year / planned for next year	
We implemented anti-corruption statement and agreed on the terms with my partners. My partners and I had an anti-corruption training. Planned for next year, maybe to take part in some organizations.	
Measurable Results or Outcomes	
Since we are not a big company and don't work in a corrupted sector, I don't really see any measurable results or outcomes. It's not one of the company's priority but we have rules and are aware of what can happen if not applied.	
Targets for future years: We want to keep a regular, honest and ethical business. Thus we will keep our zero-tolerance approach to bribery and corruption. We'll continue in being an involved company and committed to acting professionally.	

How do I intend to make this COP available to my stakeholders?

A COP is a direct communication from business participants to their stakeholders. For this reason I am required to make the COP widely available.

Alpha Nero is a small company, only 45 people work here. We own two buildings and I, Simon Hacker, am the founder of the company. I have one co-founder and two partners. We don't have any stakeholders and don't project to have stakeholders in a near future.

We want to be part of the UN Global Compact and renew our commitment to the initiative. We think it is of a primary importance to respect those rules and agree to them. It is a commitment for our own company and a token of responsibility, respect and reliability for our clients.

Signature:

A handwritten signature in black ink is written over a blue circular stamp. The stamp contains the text "DUBAI - U.A.E." and "ALPHA NERO FZ-LLC" around a central logo.

Position:

General manager and
Founder