

Message from the CEO

We are pleased to confirm that North South Consultants Exchange 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.

Our core values and our Code of Business Conduct commit all NSCE employees to conduct business in accordance with high ethical standards and in compliance with applicable laws. Our Code of Business Conduct is compliant with the Ten Principles of the UNGC. It is continuously complemented with supporting directives and guidelines.

Zohra Merabet

NSCE, Executive Director

MESSAGE FROM THE CEO	1
HUMAN RIGHTS	3
PRINCIPLE 1: BUSINESSES SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS; AND	3
PRINCIPLE 2: MAKE SURE THAT THEY ARE NOT COMPLICIT IN HUMAN RIGHTS ABUSES.....	3
ASSESSMENT, POLICY AND GOALS.....	3
IMPLEMENTATION	3
Internal Implementation:.....	3
External Implementation.....	3
MEASUREMENT OF OUTCOMES:	4
LABOUR	5
PRINCIPLE 3: BUSINESSES SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING;.....	5
IMPLEMENTATION	5
PRINCIPLE 4: THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOUR;	5
IMPLEMENTATION	5
PRINCIPLE 5: THE EFFECTIVE ABOLITION OF CHILD LABOUR;.....	5
IMPLEMENTATION	5
PRINCIPLE 6: THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION. IMPLEMENTATION.....	5
ENVIRONMENT	6
PRINCIPLE 7: BUSINESSES SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES;....	6
IMPLEMENTATION	6
PRINCIPLE 8: UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY; AND.....	6
IMPLEMENTATION	6
PRINCIPLE 9: ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES. IMPLEMENTATION	6
ANTI-CORRUPTION.....	7
PRINCIPLE 10: BUSINESSES SHOULD WORK AGAINST CORRUPTION IN ALL ITS FORMS, INCLUDING EXTORTION AND BRIBERY.....	7
IMPLEMENTATION	7

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.

ASSESSMENT, POLICY AND GOALS

In NSCE, we employ and conduct business with highly skilled labour handling our sustainable development projects.

Violating proclaimed human rights is simply against our business model – not only is it against our own business ethics policy it would also harm our business. Thus, where local legislation does not naturally protect human rights, labour rights and serve environment interests.

IMPLEMENTATION

Internal Implementation:

- Internal rules and procedures with regard to employees travel inside and outside the country taking into consideration health and accident insurance.
- NSCE is an equal opportunity company with regard to employment and in compliance with the Universal Human Rights Declaration.
- Considered internal working conditions with regard to health and social insurance, lighting and equipment provided to company employees.
- The company has specific working hours during the day, week and month and respects in compliance with the ILO Conventions and Recommendations on labor standards.
- We engage in most if not all of the events and workshops published which discusses internal and external CSR.

External Implementation

- As a company working in the field of sustainable development, we participate and manage projects where Human Rights aspect is a main part of these projects. We are committed to Human Rights Principles internally inside the organization and externally towards the community.
- Projects implementation, for example NSCE has participated in a project named “Technical Assistance for Promotion and Protection of Human Rights, Civil Society and Support to Political Development and Good Governance”.
 - The overall objective of this project is to assist the Project Management Unit at the Egyptian Ministry for International Cooperation in the monitoring and implementation of the Human Rights and Political Support Programmes carried out under the umbrella of the bilateral Association Agreement between the EU and Egypt signed in 2004 for

the protection of human rights, together with the promotion of pluralistic democracy and effective guarantees for the rule of law and the fight against poverty.

MEASUREMENT OF OUTCOMES:

The company evaluates and monitors the performance through specific tools:

1. Regular **feedback forms** of events attended and experience gained through different events/workshops.
2. Employee **performance appraisal** and individual improvement with regard to this specific subject.
3. The existence of a specialized unit monitoring all the activities of Human Rights and actions, activities and practices inside the organization.

Labour

PRINCIPLE 3: BUSINESSES SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING;

IMPLEMENTATION

NSCE builds on a long tradition of establishing trust in its collaborations with social partners to create stable and open relations. The company respects the right to freedom of association and collective bargaining for all its employees. As far as national legislation allows, NSCE promotes this fundamental right by applying its own Code of Business Conduct to all employees.

PRINCIPLE 4: THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOUR;

IMPLEMENTATION

Besides emphasizing its clear commitment to the Code of Business Conduct, in which NSCE and all employees commit to 'complying with all employment and labor laws including those related to the elimination of all forms of forced and compulsory labor under applicable laws. NSCE is regularly audited by the specialized authorities in relation to labor and work conditions "Ministry of labor". NSCE by any means is not involved and in any activates related to forced or compulsory labour.

PRINCIPLE 5: THE EFFECTIVE ABOLITION OF CHILD LABOUR;

IMPLEMENTATION

This principle does not apply to the condition of NSCE as a consultancy company.

PRINCIPLE 6: THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION.

IMPLEMENTATION

Besides emphasizing its clear commitment to the Code of Business Conduct, in which NSCE and all employees commit to 'complying with all employment and labor laws including those related to the fair chances of employment and occupation. NSCE is following and applying a strict office manual of procedures with regard to the above-mentioned principle.

NSCE follows fair employment procedures as per its internal manual, which gives every incumbent the chance to apply fairly to any position in NSCE without any discrimination in color, religion, gender or Nationality.

Environment

PRINCIPLE 7: BUSINESSES SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES;

IMPLEMENTATION

- NSCE benefits of the implementation of Energy efficient and environmentally green solution in terms of equipment and material usage.
 - Power Saving machines (Computers, Servers, Printers, Photocopy Machines)
 - Reuse of and recycling printing papers.
- NSCE is planning to have a written procedures manual with regards to environmental challenges and having clear instructions to employees and partners in this regards.

PRINCIPLE 8: UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY.

IMPLEMENTATION

- NSCE benefits of the implementation of Energy efficient and environmentally green solution in terms of equipment and material usage.
 - Power Saving machines (Computers, Servers, Printers, Photocopy Machines)
 - Reuse of and recycling printing papers.
- NSCE is planning to have a written procedures manual with regards to environmental challenges and having clear instructions to employees and partners in this regards.

PRINCIPLE 9: ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES.

IMPLEMENTATION

- The intensive use of Power Saving machines (Computers, Servers, Fax, Printers, Monitors, Photocopy Machines)
- Reuse of and recycling printing papers.
- NSCE follows an assessment policy for the technological equipment depreciation and its life cycle. NSCE is very much aware of the hazardous effect on environment in this regards.
- Eco-designed offices and the use of environmental friendly material (ex. Use of wooden partitions in all NSCE offices).

ANTI-CORRUPTION

PRINCIPLE 10: BUSINESSES SHOULD WORK AGAINST CORRUPTION IN ALL ITS FORMS, INCLUDING EXTORTION AND BRIBERY.

IMPLEMENTATION

NSCE do have compliance procedures to prevent corruption in all of its forms.

The use of strict procedures and monitoring through legal auditing specialized partners is helping in this regards to prevent corruption in all forms.

The NSCE Business Code of Conduct strictly forbids any form of bribery and corruption (irrespective of whether the recipient is a public official or an employee of a private customer).

NSCE Management System follows the below points:

1. Prohibition Of Bribery

a. Charitable Contributions

- i. The enterprise should ensure that charitable contributions and sponsorships are not used as a subterfuge for bribery, and all charitable contributions and sponsorships should be transparent and made in accordance with applicable domestic law.

b. Gifts, Hospitality and Expenses

- i. The enterprise should prohibit the offer or receipt of gifts, hospitality or expenses whenever such arrangements would be in violation of applicable domestic law.

c. Facilitation Payments Recognizing

- i. That facilitation payments are prohibited under the anti-bribery laws of most countries, enterprises should eliminate them.
- ii. Facilitation payments, also called 'facilitating', 'speed' or 'grease' payments are small payments made to secure or expedite the performance of a routine action to which the enterprise is entitled.

d. Political Contributions

- i. The enterprise, its employees or intermediaries, should not make direct or indirect contributions to political parties, party officials, candidates, organizations or individuals engaged in politics, as a subterfuge for bribery.
- ii. All political contributions should be transparent and made only in accordance with applicable law. The Program should include controls and procedures to ensure that improper political contributions are not made.