

GLOBAL COMPACT in progress



vision

Creative image, affordable
quality targeting medsize
local business.

2016



2018 - 2017 - 2016

mission

creative team, great relation with clients, a quality they love and we love



5 SISTER COMPANIES

a family business starts 1963

BETA

BAYAN PRINT HOUSE

BAYAN MEDIA HOUSE

BAYAN GROUP OF EGYPT

BAYANco. OF EGYPT



we SUPPORT

we at BAYAN supports the 10 principles of the united nation global compact. in many different ways, promoting the higher level of professionalism

bayan-group emplements glaobal compact in all bayan-group subsideries companies in SYRIA and EGYPT.



equal employment opportunity implemented
in every space and project at bayan-group,
but no underage, child, slave labor involved
in any single piece of job.

very written working environment in all
bayan-group plants with a sense of love.

safety, healthy environment with never
smoking policy.



Human rights section

A system has been implemented in BAYAN GROUP for checking and recording that all employees are paid a minimum wage and avoid excessive overtime hours.

Employment contract stating the terms and conditions of services are available to all employees and we did activate a monitoring program regarding labor conditions and build an annual report.

we support and respect the protection of internationally proclaimed human rights.

we make sure that we are not complicit in any human right abuses



labor rights section

No discrimination in
Salaries between men or
women, only the company
structure and employment
categories reflects into the
salaries

Efforts of all Employees
are totally evaluated, paid
and appreciated through a
perfect HR. program

My team is a running
project in BAYAN Group
head office. in EGYPT it's
a kind of sponsored school
for sales, management,
and English developing
employees for free as well
as new applicants.

Our group respects the
freedom of association
and upholds the
effective recognition of
the right to collective
bargaining

we don't allow forced or
compulsory labor in any
aspect within our
operation or supply
chain

in any of our plants or
activities



labor rights section

An Employee manual has been published and distributed to all employed and new applear in BAYAN-GROUP detailing every right for every employee in BAYAN-GROUP companies.

A value diversity based program evaluating the efforts of each of BAYAN team and promote them to higher positions and salaries.

BAYAN HR dep is taking care of every single detail related to workers, and management team.

assessment surveys, in three levels used to be distributed every quarter and analyses to improve employees skills and efficiency by training programs.

A well communication system between the Employees and management directly with an open door policy.

we don't allow Child or underage labor within any operation or plant.

we don't allow any discrimination within any plant, Activity and operation in respect of employment and occupation



environmental section

due to sensitivity and responsibility toward society and environment, BAYAN is committed to encourage and support a clean environmental and to implement appropriate measure with in production and distribution.

Reducing the power consumption in our plants by implimenting a new lighting sysytem in our new managmnet building and our new factory in Aleppo industerial city as well as

our new plant in EGYPT. Central heating system installed in our management building with a floor heating will be generating a great working environment minimizing the Electric and fuel consumption.

take a precautionary approach to environmental challenges.

Undertake initiative to promote greater environmental responsibility.



environmental section

Each employee can and should check energy using of his own; as this turkish made system has installed to monitor the energy use in each department for lighting, computers, heating and cooling system.

BAYAN-GROUP is non smoking zone, all employees in BAYAN GROUP enjoy working in totally nonsmoking environment.

encourage the
devalopment and
diffusion of
enviromental friendly



anti-corruption section

high management in
BAYAN-GROUP have a great
rules for anticorruption where
you can call it seeking for
opportunity in clean areas.

we works against
corruption in all its
forms, including
extortion and bribery



BAYAN-GROUP

wish you the best



THANK YOU