

January

2018

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Communication On Progress Report

Hannonford University – Distance Learning
FZE

COP Submitted to UN Global Compact Organization



United Nations Global Compact

HU Hannonford
University
Distance Learning FZE
Leading Education Transformation

Dr. Tareq Genedy
President
8/1/2018



General

Period covered by your Communication on Progress (COP):

From: January, 2017

To: January, 2018

Statement of continued support by the Chief Executive Officer (CEO)

[8th of January, 2018]

To our stakeholders:

I am pleased to confirm that Hannonford University – Distance Learning FZE 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,

Dr. Tareq Genedy - President

Human Rights Principles

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

Hannonford University is strictly concerned about Human Rights, there is no room for discrimination under any condition. The Policies and regulations of the university states clearly the support of human rights.

Examples

- Hannonford states in the employee manuals the management respect to the Universal Declaration of Human Rights or other international standards.
- All HR Manuals are highlighting the university's engagement in researches regarding the human rights enhancement.
- Hannonford University stops any business with suppliers who abuse human rights.
- Hannonford University prepared a course for the Ministry of Human Resources & Emiritization in UAE supporting the labour rights.
- Hannonford University is going to organize a global research competition addressing reinforcement of human rights in 2018.

Implementation

Hannonford University is practicing human rights support by different activities to avoid any kind of Human Rights violations.

Examples

- Suggestion box for developing Human Rights practices.
- Awareness programs.
- Consultation with stakeholders and affected parties.
- Allocation of responsibilities for the protection of Human Rights within Hannonford University.

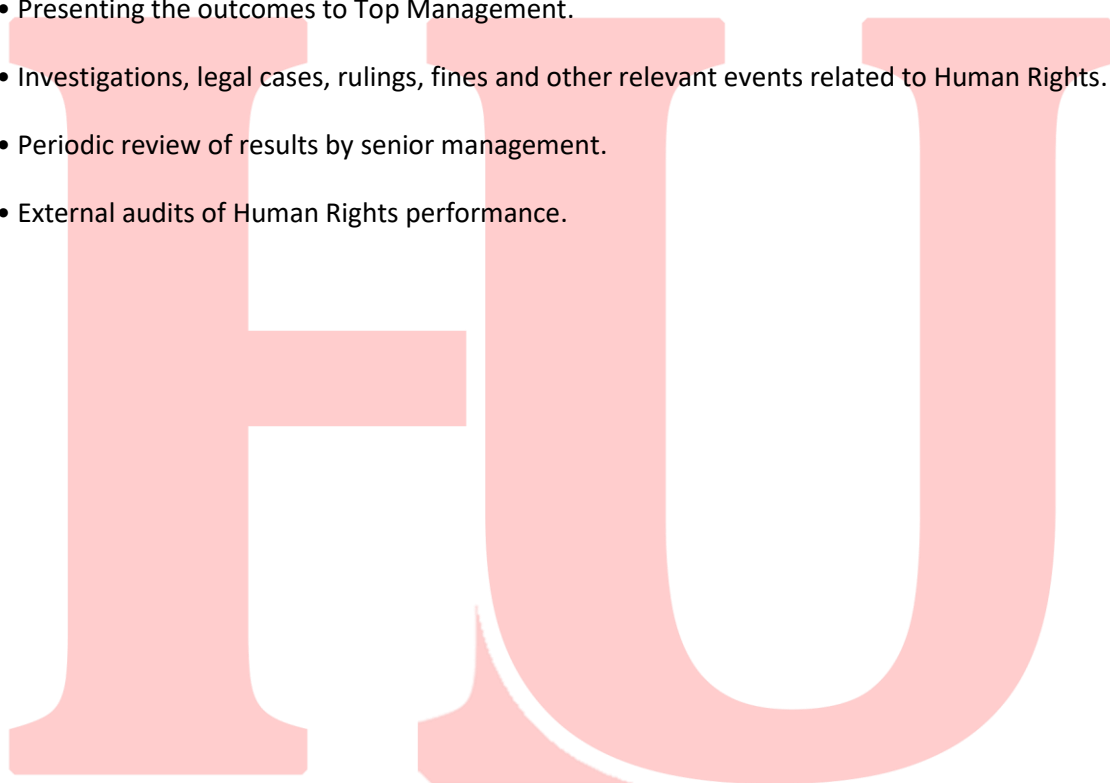
- Human resource policies and procedures supporting Human Rights.

Measurement of outcomes

HR Department set a Policy Implementation Score Card that includes measurements for the level of achieving the Human Rights Principles.

Examples

- Analysis Reports
- Presenting the outcomes to Top Management.
- Investigations, legal cases, rulings, fines and other relevant events related to Human Rights.
- Periodic review of results by senior management.
- External audits of Human Rights performance.



Labour Principles

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

Assessment, Policy and Goals

Hannonford University is an ideal place for Labour Rights. The University policies and regulations are abiding with UAE Labour law that is supporting labour rights in the country. The work environment is very friendly and respecting to diversifications.

Examples

- All UAE Labour Laws are abiding with the ILO policies that are reflected in Hannonford University's policies and regulations.
- Hannonford University is uphold the freedom of association and collective bargaining and the elimination of forced labour, child labour and employment discrimination.
- Hannonford University's policies clearly state employee rights and responsibilities and their compensation and benefits.
- All business partners and suppliers have to adhere to the Labour principles.

Implementation

Complain Department is operating in the University to receive any violations for labour rights and monitoring any misuse of power between seniors and subordinates.

Examples

- Complain box is fixed at the staff corner.
- Complains e-mail is communicated to all employees.
- Medical assurance is provided to all employees.

- No room for discrimination.
- Consultation with employees and other stakeholders.
- Allocation of responsibilities for the protection of labour rights within Hannonford University.
- Human Resource policies and procedures at Hannonford University are supporting the Labour principles.

- **Measurement of outcomes**

HR Department is setting measurable card for labour rights and send monthly questionnaires regarding labour rights

Examples

- Equal opportunities.
- Any violation is taken seriously and internal investigation is held to prevent it.
- Periodic review of results by senior management.
- Applying to gain Investors in People framework.

Environmental Principles

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

Assessment, Policy and Goals

Hannonford University is supporting environmental principles.

Examples

- Hannonford University conducts assessment of the environmental footprint and impact of the university on it.
- Hannonford University is a paperless organization.
- Policy requiring business partners and suppliers to adhere to the environmental principles.
- Hannonford is having a clear goal to conduct training in green buildings and raise environmental practices awareness.

Implementation

Hannonford University is having an environmental team that enhances the environmental practices through different researches

Examples

- Environmental training of employees on environmental protection.
- Initiatives and programmes to reduce waste materials.
- Activities aimed at improving the energy efficiency of products, services and processes.
- Raise awareness among suppliers by asking for the environmental footprint of products or services.

Measurement of outcomes

Environmental team set measurable policies and procedures

Examples

- Informative sessions.
- Research programmes.
- Periodic review of results by senior management.

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Anti-Corruption Principles

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

Assessment, Policy and Goals

Hannonford University is a member in the Anti-Fraud Organization that provides Certified Fraud Examiner

Examples

- Legal actions towards any corruption.
- A clear policy is written stating zero-tolerance for corruption, bribery and extortion.
- Policy requiring business partners and suppliers to adhere to the anti-corruption principles.

Implementation

Applying strict auditing against any corruption and forming an anti-corruption department

Examples

- Regular awareness programs.
- Encouraging staff and students to be Certified Fraud Examiners.

Measurement of outcomes

Anti-Corruption department is applying mystery shoppers concept to measure corruption.

Examples

- Any corruption incident is handled legally.
- Regular Internal audits to ensure consistency with anti-corruption commitment, including periodic review by senior management.
- Investigations, legal cases, rulings, fines and other relevant events related to corruption and bribery.
- External audits of anti-corruption programmes.