



Since 1988

Sustainability report

Kasr El.Salam Co.

For Real Estate & Commercial Investment S.A.E

Communication on progress

(COP)

2017 - 2018



www.kasrelsalam.co



CEO message

A New Year with united nation global compact, we are proud with a new steps to achieve world plan 2030, side by side with Egypt 2030 plan by Egyptian government to reach a better world in local and global sustainable development.

As Kasr el salam company pursued new business opportunities, side by side with government economic reform (IMF recommendation) Kasr el salam has been encouraging to see a cautious but increasing confidence in the state of the national economy, Growing side by side this gradually returning optimism is a greater awareness of the need to restore trust in markets and institutions, More pointedly, business must meet the challenge of a higher standard of social responsibility.

We are making our CSR activities throw our strategic partner hartena elmasria foundation (N.G.O).

A New Year with new success.

Zakaria Atallah
CEO

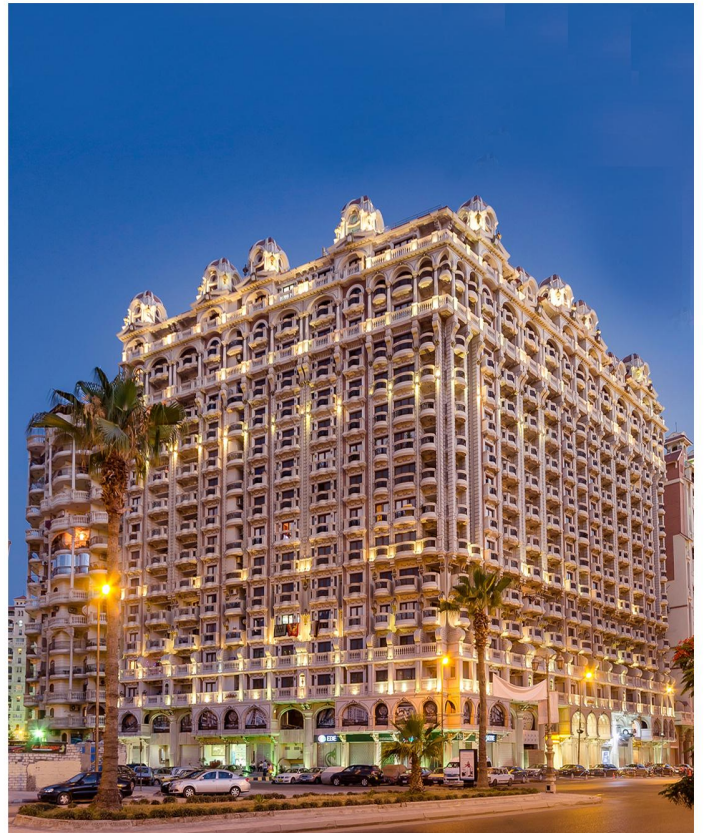


Nature of business & Special awards

- Kasr - el salam for real estate & commercial investment is a leading company in real estate development & the sponsoring of architectural arts in Alexandria with a capital of four hundred & twenty five million Egyptian pounds.

Kasr- el salam is An Egyptian joint stock company, founded since 1988.

Its success depends on the clients trust, owing to our leader ships in the field of elegant & high class construction. We have been certified the international quality certificates ISO 9001:2015



Nature of business & Special awards



- Kasr-el salam is the first company in Egypt to be certified (ISO 9001: 2015), this is due to the concord of the company's modern system with the global quality standard, kasr - el salam applies the latest in scientific research in the fields of development & scientific innovations.
- We have chosen the German institution TUV because it's the largest institution which grants ISO certificates in the world. It's a non-profit establishment, which started in 1872 it has considerable monitoring activities in Germany & the EU it has a wide scientific experience & international reputation in the field of quality as well.

Civil Society Co-operation

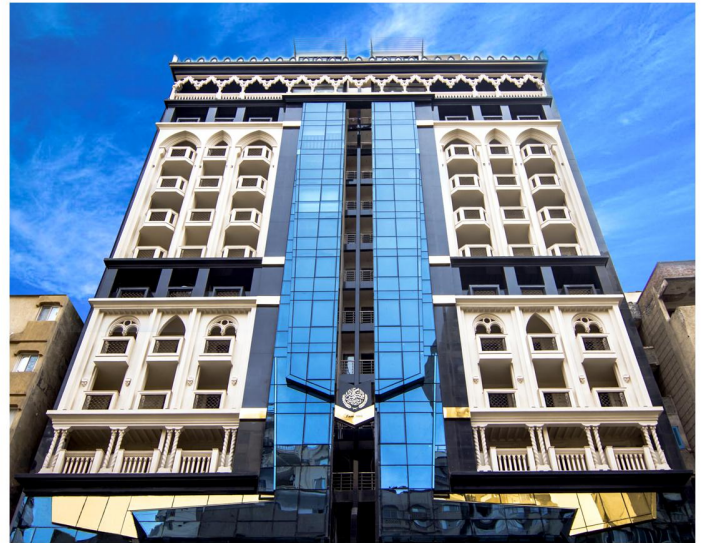
Egyptian Alley Foundation linked to the development of society and the company is considered the main partner in all activities of the foundation and is the major financier has headed the Board of Trustees of the Foundation, Eng. Ehab Zakaria a member of the Board of Directors of the company

PROJECTS



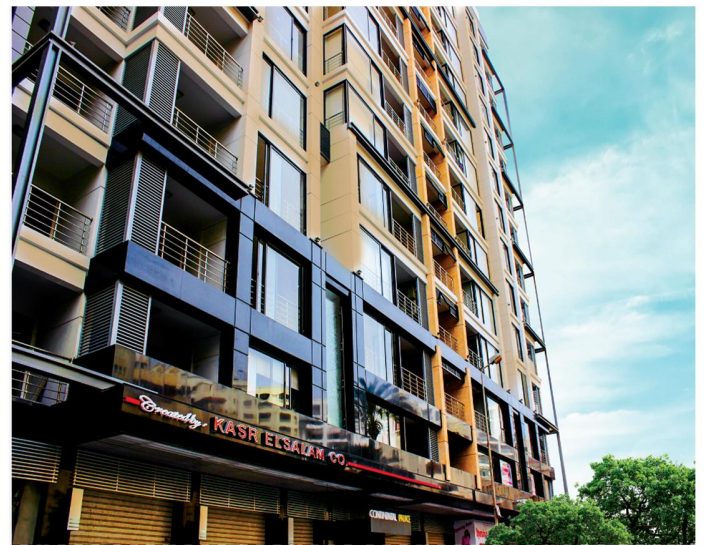
CONTINENTAL FORT

• A new modern luxurious project with mixing classic and modern style for first time in Egypt using home automation tech. It designed by international architectures.



CONTINENTAL PALACE

• A new modern luxurious project with a minimalism style, It designed by international architectures.



Global compact 10 principles



• Kasr- el salam has committed to the principles of Global Compact since 2008, since then the company has implemented the principles internally & externally and also to raise the Global Compact principles and CSR in general awareness and according to this statement it ensures how Kasr- el salam supports & respects the 10 principles of UNGC.

Human Rights

Principle 1

- Business should support & respect the protection of Internationally proclaimed human - rights.

Principle 2

- Business should ensure that they aren't complicit in Human rights abuses.

Principle 3

- Business should uphold the freedom of association & the Effective recognition of the right to collective bargaining.

Assessment, policy and goals



- Total description of the relevance of human rights for the company, policies of human rights, & company goals on H.R.

All human rights are fully respected at our company, employee rights are fully respected to have the suitable conditions of work.

* Survey reports are temporary adjusted to raise annual salary according to productivity.

- Recruitment at kasr- el Salam is done under supervision of certain policy where managers of all department must take a role in the recruitment for the company.

-Adeguont opportunities for professional women.

-Health care insure & safety insurance are applied.

- Our company is committed not to engage in any at the business activities that has any link against human rights.

- Our labor management is maintained through several suggestions between employees & headquarters to have a direct link through whole the company

- Regular meetings are done to discuss any problem & to deal with new ideas or new suggestions.

Labor



Principle 4

- Business should support the elimination of all forms of forced & compulsory labor.

Principle 5

- Business should supports the effective abolition of child labor.

Principle 6

- Business should support the elimination of discrimination in respect of employment and occupation.

Assessment, policy and goals



- Description of the relevance of labor rights for the company, labor policies, public commitment & goals on labor rights.
- Written policies that state employee rights & responsibilities & benefits. *
kasr -el Salam respects the freedom of association & the right to collective bargaining.
- Employees are encouraged by top management to join team work.
- The company provides places to host labor gatherings.
- Fighting the phenomena of child labor in Egyptian sector.
- Ratio of basic salary of men to woman is 1:1.

Environment



Principle 7

- Business should support a precautionary approach to Environmental challenges.

Principle 8

- Business should undertake initiative to promote greater Environmental responsibility.

Principle 9

- Business should encourage the development & diffusion of environmentally friendly technology.

Assessment, policy and goals

- Our corporate is care med with matters of cleanliness & hygiene & no smoke in all its offices.
- We stop using any hard material unfriendly to the environment.

Anti - Corruption



Principle 10

- Business should work against corruption in all its forms, including extortion & bribery.

Assessment, policy and goals

- We are working to expand a culture of anti-corruption and bribery of the Local community
- We had certain codes for internal work strategy.
- We have an internal audit camera to submit all work in transparently way.
- About 55% of employees are trained in dealing with corruption.





Measurements of outcomes Added to our corporate

Human Rights

- Equity in gender ratio.
- Our corporate becomes more leading. And well known in the field of construction due to integrating CSR policy.
- Our suppliers are worked under certain condition to proof their co-operation in integrating human rights.
- Back up opinion boxes are available everywhere.

Labor

- Employees got the right to equal pay for equal work.
- Our corporate is 100% free child labor besides a signed form is given to us by all our suppliers in forming their joining is the preventing of child labor.
- Several workshops are done to raise awareness of all *employee's for their rights in labor.
- Employees have the rights to work under condition suitable and thus it all comes positivity for our corporate.

Environment

- Kasr -el salam become more concerned with of cleanliness hgiene , no smoke in all it's offices.
- Following the recommendations of Green Arch. And using Artificial wood and artificial marble instead of natural and use energy-saving bulbs.
- Steel pipes exchanged to polypropolen pipes.
- Bitomen exchange to a modern isolation material.
- We started the use of solar energy technologies.

Anti - Corrupti01

- We had our employers' confidence for our work.
- We prevent all kinds of corruption with all its forms.

Implementation of CSR In Our Business Strategy



Vision

- As CSR is deeply integrated in our business strategy, that's will be resulted in reduced cost & greater innovation in or future plans and that must be accompanied by effective steps to achieve proper satisfying result.

Mission

- By the practical application of our vision to hold it in a examples with the direct integration of the CSR. We started to continue what we did last year after the integrating CSR. In our strategy and to open new field to hold the idea in a more professional way.

- Kasr -el salam policy depends on quality system & constant development owing to our leadership in the field of elegancy & high constructions, we have been certified the international certificate ISO 9001: 2015 from the international foundation TUV and we renewed it every year since.

- We are the first to work on the application & the activation of six sigma application is construction field and also we continue of that track since we started it.

- We continue our achievements in the development & renovation of Alexandria.

- We raise the general employees' awareness for their rights and we increase the number of workshops.



Training protocol

The company has signed a cooperation protocol with Pharos University as a strategic partner to train students in practice.

The university president honored Eng . Ehab Zakaria (kasr el salam vice CEO) for her efforts to develop the students abilities .



youth Awariness

Eng . Ehab Zakaria presented a seminar on the empowerment of young people in the economic, political and social fields in the Bibliotheca Alexandrina





Develop of hospitals

The company has signed a cooperation protocol with Alexandria University to develop and rehabilitate the university hospital to meet the international standards for hospitals.



Supporting youth skills in the global market.

As part of the interest in youth development to meet the needs of the labor market to achieve economic development, Eng. Ehab Zakaria delivered a series of lectures at the University of Pharos to educate students about the skills required in multinational companies and global language to co-op with the economic globalization.



DEVELOPING OF ALEXANDRIA



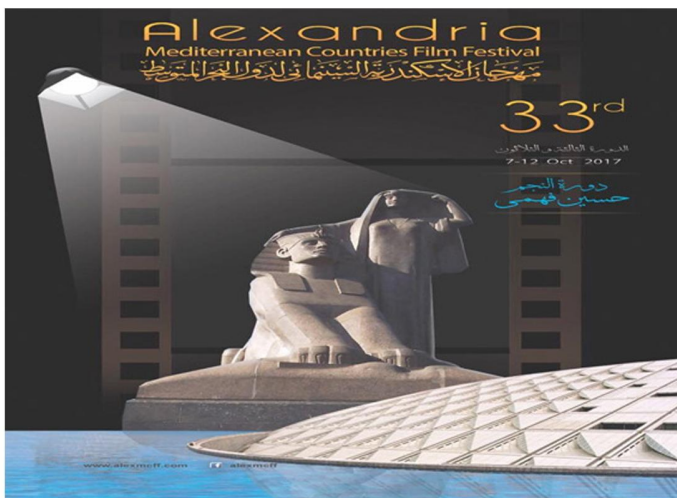
Community awareness

As a part of supporting community awareness and linking sustainable development to improve quality of life using urban planning , Eng . Ehab Zakaria seminar at Alexandria library .



Cultural participation

Eng . Ehab Zakaria was appointed as a member of the Board of Trustees of the Alexandria International Film Festival to promote the festival internationally and to present an honorable image of Egypt





Volunteerism and support for low-income people

Foundation of Haretna El Masria (N.G.O)
organized a series of medical convoys and
distribution of food subsidiaries in the areas
most in need to cope with high prices and inflation.
The convoys was held by haretna's volunteers.



Awareness for low - income people

in Ramadan month we start to make 500 boxes
all free food to low - income people
in same time we make awareness for same people
about health and social habits





Orphan care

Objective is to give a big hand to our sons and daughters whom lost their parents so as to introduce them our warm feelings and support reproduce safety and happiness to them.

N.B this great event was organized in cooperation by Y.M.C.A



Raising awareness of society and disseminating ideas in the media field

Eng. Ehab Zakaria publishes a weekly periodicals articles in veto journal, a well-spread journal, to a range of meetings. This work comes through the activation of ideas and awareness of the community in development of all Kinds.

Our Green Project



The new ideological movements is greenism, buildings are in the battle to green.

In our arch classic styles aims to follow up, principles of green buildings that's by having a large windows and sheds to get a fresh air that's to reduce using a / c without glass certain wall.

We approach our target , in the application of green building where credits are given to every area of the building that shows good environmental performance, certified auditors inspect, evaluate, bench mark.

The building against a green building rating system to assess the building's level sustainability and that could be seen in our new project continental palace. Its measured by energy , management , health & well-being , transport , water , material , waste , land use , pollution.

The total number of points or credits gained in each section is multiplied by an environmental weighting factor that takes into account the relative importance of each section scores are than added together to produce a single overall score.

- We always bringing our vision of development in various fields through a package of articles published prepared by Eng. Ehab Zakaria, Vice Chairman of the Board in order to enlighten and educate the public and government.

GRI Disclosure



1. Strategy and analysis

1.1 statement from the most senior decision- maker of the organization .

2. Organizational profile

2.1 name of organization.

2.2 projects & agencys.

2.3 structure of the organization subsidiaries .

2.4 awards received.

3. Report parameters

3.1 reporting period.

3.2 date of most recent previous report if any.

3.3 reporting cycle .

3.4 boundary of the report.

3.5 table identifying the location of standard disclosure in the report.

GRI PERFORMANCE INDICATORS (Division, aspects and indicate number)



GRI INDICATOR NUMBER	INDICATOR DESCRIPTION	PAGE
HR1	Percentage & total number of significant investment agreements that include human rights clauses or the underwent human rights screening.	8
HR6	Operation identified as having significant risk for incidents of child labour & measures to contribute to eliminate child labour.	10
LA8	Education , Training , Counseling , Prevention & risk - control programs in place to assist work force , members , their families or community members regarding serious diseases.	16,17



HR5	Operation identified where the right to exercise freedom of association & collective bargaining may be at significant risk & action to support these rights.	8
LA 14	Ratio of basic Salary of men to women by employee category.	10
SO 3	Percentage of employees trained in organization's anti - corruption policies & procedures.	12
EC1	Direct economic value generated & distributed including revenues operating costs , employee compensation , donations & other community investments retained earning & payments to capital providers &	4

Sustainability report
Kasr El-Salam
Communication on Progress
“COP”