

COMMUNICATION ON PROGRESS 2018.



United Nations Global Compact

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A Message from ENHAS GM Philippe LACROIX.

To our stakeholders:

I am pleased to confirm that Entebbe Handling Services (ENHAS) 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 the principles and values with our stakeholders using our primary channels of communication.

Sincerely yours,

Philippe LACROIX
General Manager



Ten Principles of the UN Global Compact.

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.

Labour Standards:

- 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.

Environment:

- 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.

Anti-Corruption:

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

Human Rights:

Principles of the UNGC:

Businesses should support and respect the protection of international human rights; and make sure that they are not complicit in human rights abuses.

As reflected in our previous communications on progress that can be accessed on the United Nations Global Compact site, Entebbe Handling Services Limited has continued to implement the principles of the UNGC in our daily operations. Please refer to our publications on the site for a detailed report.

Entebbe Handling Services Limited adheres to the Universal Declaration of Human Rights. We have established some core values that underline the company's devotion to the Human Rights principles.e.g At ENHAS we have policies regarding Human Rights. These include policies regarding pregnancy, health and safety, transparency, equal employment opportunities among others.

ENHAS continues to respect and observe International Human Rights principles on a day to day basis as we handle hundreds of International Clients on a daily basis.

ENHAS Initiatives:

ENHAS continues to adhere to our Terms and Conditions to help our employees recognize and report violations. Management team sets the tone and expectations for staff. We have a Code of Ethics at work and there is zero tolerance to abuse of office.

Staff are given chance to appeal decisions taken and have the right to be heard.

Labour Standards:

Principles of the UNGC:

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced and compulsory labour, the effective abolition of child labour; and the elimination of discrimination in respect of employment and occupation.

ENHAS Initiatives:

There is a strong focus within the company on ensuring the best possible work environment and conditions for our employees that is reflected in our internal code of conduct.

ENHAS has a zero tolerance policy against any sort of discrimination in view of protecting our employees from abuse or harassment.

Every ENHAS employee is made aware of our policies during orientation on equal employment opportunity, our culture of leading by example and excellence, our commitment to maintaining a safe and healthy work environment, among others.

Environment:

Principles of the UNGC:

Businesses should support a precautionary approach to environmental challenges; undertake initiatives to promote greater environmental responsibility; and encourage the development and diffusion of environmentally friendly technologies.

ENHAS Initiatives:

ENHAS is focused on saving the environment and making it better by ensuring sustainability in the management of all our activities to minimize impact on the environment. We have continued our efforts from previous years to reduce hazardous environmental releases.

ENHAS has continued to condemn ivory trade /trafficking through Entebbe International Airport by constantly engaging our stakeholders. This has yielded results by a positive change in attitude amongst the security organs at the Airport.

We have increased the number of electrical tractors and forklifts to 7 with zero emissions resulting in a better and safer work environment and less noise during operations which has resulted to a better and safer work environment for the employees.

Anti-Corruption:

Principles of the UNGC:

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

ENHAS Initiatives:

ENHAS continues to observe a zero tolerance to corruption. We adhere to the strongest anti-corruption principle of them all; transparency. All elements of trade are completely transparent to everyone interested in knowing more. The transparency principle means that no customers or suppliers are treated differently than others, reducing the element of corruption greatly. We have a description of our policies in place and company goals on anti-corruption.

To ensure that these values are constantly met, all new employees are educated on the principle.

We are continuing to utilize the Lie Detector on work related topics. This is useful in reducing the incidences of fraud, theft, dishonesty and all illegal activities at the work place. All employees are regularly sensitized about the Lie Detector. New staff are subjected to the new technology which protects us as a company and the airport community at large from recruiting people who are security threats.

Staff with responsibilities involving procurement can not be engaged in any commissions on services provided.

We also ensure that there are no malpractices on excess baggage charges. Gifts and tips are clearly spelt out for staff in our code of conduct.