



STATEMENT OF SUPPORT TO UN GLOBAL COMPACT'S PRINCIPLES

Attention: Mr. Secretary General

On Behalf of the AmCham Egypt Board of Governors, I would like to express our organization's support to the United Nations Global Compact principles.

This communication on engagement elucidates the actions taken by AmCham Egypt to abide to, and incorporate, the ten principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment, and Anti-corruption as a part of its daily operations and activities.

The UN Global Compact initiative has positively influenced AmCham Egypt, as well as helped provide a framework for raising awareness on the importance of social commitment within the business community. The impact of our commitment to the ten principles can be easily acknowledged throughout AmCham Egypt and I will be delighted to share this information with employees and members.

The American Chamber of Commerce in Egypt (AmCham Egypt) was established in 1982 as the 44th affiliate of the U.S Chamber of Commerce. Today, AmCham Egypt is one of the largest and most active overseas affiliates of the U.S. Chamber of Commerce, connecting more than 1900 senior executives representing Egyptian companies with business interests in the United States; American; and multinational companies doing business in Egypt. AmCham Egypt serves its members by advocating on their behalf for a favorable business environment, promoting trade and investment, and fostering a socially responsible business environment. AmCham produces a wide variety of research publications and offers numerous business services and training programs to its members as well as to the business community at large. The AmCham network spreads beyond the national level, where AmCham Egypt is a founding member and the permanent secretariat of the AmCham MENA Regional Council.

Once again, I would like to confirm AmCham Egypt's ongoing commitment and support to the United Nations Global Compact. We welcome your feedback on this report.

Sincerely,

Sylvia Menassa
CEO, AmCham Egypt



**AmCham Egypt Activities in Compliance with
UN Global Compact Principles
2019 Communication on Engagement (COE Report)**

I. Human Rights & Labor:

AmCham Egypt highly upholds policies that respect human rights at the workplace. As mentioned in the United Nations Universal Declaration of Human Rights “The rights of individuals at the workplace, are not to be infringed by any means”.

This is exemplified throughout the organization; starting with the hiring process; AmCham hires the most qualified and competent employees in the labor market based on specific job criteria, without exhibiting acts of discrimination or biases based on religion, race or gender.

AmCham has adopted a zero tolerance policy towards any sort of inappropriate conduct and behavior. It is considered the responsibility of all employees to refrain from inappropriate behavior and/or violence. AmCham is also committed to the safety of its employees, property, and equipment; ensuring the health and safety measures are in place and guaranteeing the protection against mechanical work, physical, and other hazards.

AmCham new hires are subject to a medical examination. Results of these examinations are private and confidential and do not affect the hiring decision except in rare cases. Medical insurance benefits are offered to all employees.

AmCham Egypt upholds the highest labor standards across all its functions. Embedded within AmCham's core principles is a no-discrimination policy. Prior to employment, all applicants go through the same employment procedures, without any bias related to gender, race, faith, or background. Following employment, discrimination between employees does not occur in any form as they all abide to the same policies and procedures.

All AmCham employees have the freedom to express their opinions as it relates to current issues, however it should be explicitly stated that these do not represent the position of the organization.

According to AmCham's grievance policy, employees who need to communicate issues of dissatisfaction should report to their direct supervisor and if the issue remains unresolved, they may escalate it to HR Director and the CEO. AmCham upholds an efficient and fair appraisal system to assess the performance of all employees, helping them identify their strengths and weaknesses, and for the HR director to evaluate their training needs. AmCham offers training programs to employees to further empower them, build their capacities and enhance AmCham productivity.

AmCham Egypt is a strong advocate for women empowerment. More than 60% of AmCham staff are women and longstanding staff, who have served for more than 5 years.

II. Environment:

AmCham Corporate Impact and Sustainability Committee (CIS):

As a representative of the private sector, AmCham is a strong believer in the role of corporations in promoting environmental awareness and socially conscious practices. The AmCham Corporate Impact and Sustainability Committee is the platform through which AmCham advocates for the adoption of the UN Sustainable Development Goals (SDGs). The Committee provides a forum for raising awareness and promoting constructive dialogue around these Goals. The Committee also facilitates cross-sectoral partnerships and fosters mutually beneficial relationships between businesses and the communities in which they operate.

The Committee has taken active steps towards educating AmCham membership on new trends in responsible business practices, enhancing the capacity of Sustainability and CSR practitioners to create impact within their fields, through sharing the latest trends in effective measurement and reporting, as well as aligning existing efforts with the Sustainable Development Goals (SDGs).

In 2019, a series of Mastery Sessions has recently been launched, seeking to provide an interdisciplinary platform to connect business executives with latest trends and practical challenges in the fields of Environment and Education and Vocational Training. Discussions lay out best practices and solutions to current debates with the objective of creating impact on businesses and societies.

AmCham Egypt- UNDP Joint Conferences:

AmCham Egypt, through its ongoing partnership with the United Nations Development Program (UNDP), is committed to the advancement of the Sustainable Development Goals (SDGs), and the promotion of goodwill practices within the private sector. Four major international conferences were organized in the past by AmCham in conjunction with UNDP, attracting keynote speakers including: The Honorable President Bill Clinton, The Honorable Vice President Al Gore, who addressed the issue of Climate Change, H.E Felipe Calderón, the Former President of Mexico; and other UN Officials and SDGs Special Commissioners.

On December 4-5, 2017, AmCham together with UNDP and the Business and Sustainable Development Commission (BSDC), hosted *“The Role of the Private Sector in Implementing the Sustainable Development Goals”* Conference; featuring sessions on environmental conservation, water and food security, as well as renewable energy. The Conference also witnessed the launch of the special report *“Better Business, Better World”* for the MENA Region in the presence of Special Commissioner, Amy Jadesimi. Addressing the Conference were a number of high-level local and regional government officials and private sector representatives.

Additionally, on February 7th, 2016, AmCham hosted the Conference entitled *“A Commitment to Development: The Private Sector’s Role in Inclusive Growth”*, featuring as keynote speaker of the conference H.E Felipe Calderón, Former President of Mexico. The Conference examined ways in which businesses can engage in society to address pressing issues such as poverty and unemployment and marked the launch of the UNDP-IMC Report *“Expanding Horizons in Development: The Rising Role of the Private Sector”*.

In previous years, AmCham joint Conferences with UNDP featured the Honorable President Bill Clinton as Keynote Speaker, addressing ‘*Goodwill and the Role of the Private Sector*’, and the Honorable Vice President Al Gore, who addressed; “*Egypt’s Business Summit on Climate Change*”.



AmCham-UNDP Energy Saving Project:

AmCham Egypt has adopted a number of environmentally responsible practices. Most recently, is AmCham's work with UNDP to promote the usage of LED lighting system as an energy saving, environmentally friendly alternative to regular lighting systems. AmCham Egypt was the first business organization to use LED lighting systems and has promoted this technology to its 900+ member companies as part of its environmental awareness outreach.

Road Safety Project:

Another major project that AmCham had embarked on in past years was the '**Road Safety Project**'. Due to the alarming increase in the number of road accidents in Egypt, and the deterioration of road conditions, AmCham Egypt joined forces with the Ministry of Interior and the Ministry of Transport to reach out to the business community seeking their support on this project. The project entailed installing safety signage on the Cairo Ring Road. A launch event took place featuring a number of local companies that exhibited the latest technologies, devices and equipment in the field of road safety.

Recycling:

AmCham Egypt recycles office paper that is donated to a charity association to help generate income to fund its activities. Some AmCham material is printed on handmade recycled paper in partnership with the [Association for the protection of the Environment \(APE\)](#). AmCham also uses environmentally-friendly organic paper.

III. Anti-corruption:

AmCham Egypt has a policy of strict compliance with Egyptian and U.S. antitrust and anti-corruption laws, which prohibit competitors from engaging in actions that could result in an unreasonable restraint of business. Moreover, AmCham is a vendor neutral association. The organization does not promote products/services of individual member companies.

Additionally and abiding by its Constitution, AmCham embraces the principles of integrity, objectivity, accountability, transparency, and honesty in its daily activities. AmCham Egypt makes it a priority to respect all commitments, values and most importantly its mission statement. AmCham accounts are audited through an independent internationally recognized auditing firm.