



Sustainability report

Kasr El.Salam Co.

For Real Estate & Commercial Investment S.A.E

Communication on progress

(COP)

2018 - 2019

www.kasrelsalam.co





CEO MESSAGE

At first we thank the United Nations organization for caring to the future of humanity by (S.D.G).

we spent more than ten years in working with UN global compact and supporting human rights, working values, environment and against corruption in the Egyptian community. so that we are supporting Egypt's vision 2030.

In our annual C.O.P. (communication on progress) we'd like to show our latest action as a result of global compact integration through our business strategy.

Also we'd like to share this among our stakeholder and to raise awareness for the global compact principles.



CEO



Nature of business & Special awards

Kasr - El Salam for Real Estate & Commercial Investment is a leading company in real estate development and real estate in Alexandria with a capital of four hundred and twenty five million Egyptian pounds.

Kasr- El Salam is An Egyptian joint stock company, founded since 1988.

Our success depends on the clients trust and owing to our leaderships in the field of elegance and high class construction. We have been certified the international quality certificates ISO 9001:2015 as a first company in Egypt.





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 and scientific innovations.



- We have chosen the British standard institute BSI because it's the oldest institution which grants Specification in the world. which started in 1901 it has considerable monitoring activities in the world it has a wide scientific experience in the field of quality as well.

Civil Society Co-operation

Haretna El Masria Foundation linked to the development of society and the company is considered the main partner in all activities of the foundation and the major financier that 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.



La Vida Continental

• The iconic compound designed as a green city with a smart solutions.





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 and 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.
- Adequate opportunities for professional women.
- Health care insure and 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 and headquarters to have a direct link through whole the company.
- Regular meetings are done to discuss any problem and 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.
- As we are caring about our labor health. we launched a free Virus c and common diseases Campaign in the company, in cooperation with health ministry, we found that the illness rate was 4%, and we facilitated treatment for them.
- 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.
- We are caring of green architecture in our buildings.
- Saving energy, materials and water is a policy.



Anti - Corruption

Principle 10

- Business should work against corruption in all its forms, including extortion and 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 led lighting to save energy.
- Steel pipes for water exchanged to polypropelen pipes.
- Bitomen exchange to a modern isolation material.
- We started the use of solar energy technologies.
- Steel bars in the reinforced concrete exchanged to P.T.S

Anti - Corruption

- We had our employers' confidence for our work.
- We prevent all kinds of corruption with all its forms.
- Reduce using papers and exchange to E.document .



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 and constant development owing to our leadership in the field of elegancy and high constructions, we have been certified the international certificate ISO 9001: 2015 from the international foundation B S I and we renewed it every year since.
- We are the first to work on the application and 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 and renovation of Alexandria.
- We raise the general employees' awareness for their rights and we increase the number of workshops.



Social Activities

Training protocol

- The company has signed a cooperation protocol with Pharos University as a strategic partner to train students practically.
- We are training more than 75 students yearly by recent technology from pharos university, Alexandria university and Arab academy (AAST).
- In this year we are training students about how to use 3D printer as an new technology.
- We are training students about our unglobal compact values.



Donation of Smouha Square

- The company finished design and construction Ali Ebn Abi Taleb square as a donation to Alexandria city, its cost was around 1 million egp.
- The Square philosophy is to renovate the history of Alexandria.





Social Activities

Developing of university hospitals

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

We finished the donation in this year and we were honored by university president Dr. Esam Roushdy .



Supporting youth skills in the global market.

Yearly, we attend in youth conference in pharos university. 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.





Social Activities

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.

This convoys was held by haretna's volunteers.



Awareness for low - income people (as an entry for the poor areas)

- We started to make 2000 chicken all free food to low - income people. In the same time we make awareness campaign for the same people about health and social habits.
- In Ramadan month, we made eftar Ramadan, in order to provide food for 10000 person in the churches and Alexandria University to eliminate fanaticism in poor areas.





Social Activities

Orphans care

Our target is to give support for orphans whom lost their parents so as to introduce them our warm feelings and support, reproducing safety and happiness for them.

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



International Day of people with Disability

In the international day of people with disability in 3 December, celebration were held with them with a music festival organized by us.

During the day we distributed food and juices to them.



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.
- Eng. Ehab Zakaria gave a several lectures to raise awareness about Egypt vision 2030 and explain the relation with (S.D.G) and T.V interviews.





Our Future (Green City ... Smart City)

Due to the increase of income and number of the world population, in addition to the decrease of the budgets of the municipalities, the statistics of the World Bank stated that 54% of the world population would live in cities by 2050. The percentage of the people living in cities in developing countries would exceed 70% and 80%, and that would result in the increase of population density, pollution, crime and major problems in means of transportation, which would be hard to control and would suppress the efforts of sustainable development. Thus, this issue would require smart solutions such as carrying out statistics about rationalizing the consumption of energy and taking initiatives, in which parties concerned with social issues would participate. Green and smart city investments are considered a target necessary for creating a definite opportunity for economic integration between the public and private sectors in order to develop infrastructure, especially at the presence of eco-technological solutions, which would be able to improve the quality of life and achieve the desired equilibrium.

The company is interested in the recently issued Egyptian edition, concerning green buildings, and bearing the name « The Green Pyramid » .

The Green Pyramid is an Egyptian green building assessment system, and it is similar to the US system « Lead » and the British system « Bream » .



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 & agencies.

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



GRI Performance Indicators (Division, aspects and indicate number)

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

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