

COMMUNICATION ON ENGAGEMENT (COE)

City International Schools

Period covered by this Communication on Engagement: From: February 2018 - To: February 2020

Statement of Continued Support by the Chairman

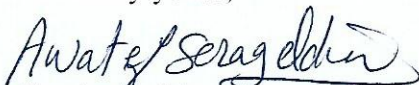
February 1, 2020

Dear CIS Stakeholders,

I am pleased to confirm that City International Schools (CIS) reaffirms its support to the ten principles of the Global Compact on human rights, labour, environment and anti-corruption. With this communication, we express our intent to implement those principles. We are committed to making the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Millennium Development Goals. City Schools will make a clear statement of this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the Global Compact is the annual submission of a Communication on Engagement (COE) that describes our company's efforts to implement the ten principles. We support public accountability and transparency, and therefore commit to report on our engagement every two years according to the Global Compact COE policy.

Sincerely yours,



Dr. Awatef Serag Eldin
Chairman
City International Schools

About City International Schools

Founded in 2012, City International Schools is a private, independent, college preparatory school offering an American, British, French and English language programs for students in Early Childhood through grade twelve. The school was founded by Dr. Awatef Serag El Din, who has a long history of involvement in education. The school is part of a school system (City International Schools). The mission of the school is to equip students with the knowledge and skills needed for success in college and a life of continuous learning, to develop their intellectual, moral and ethical values, and to instill in them a deep sense of social responsibility so they become responsible world citizens.

To that end, the school provides students with an excellent, academically challenging education in a diverse and supportive community committed to a common set of values. Students are expected to participate in an integrated program of academic, artistic and athletic activities in preparation for college, lifelong learning, community service and lives as worthy and caring world citizens. City International School - October (CIS) is governed by a Chairman and appointed Board of Trustees.

The Principal is responsible for developing and implementing the educational and operational programs with the school mission as the guiding principle. The school is a candidate for accreditation by the Committee for international and trans-regional accreditation (Cognia) , (The British Council) and is recognized by the Egyptian Ministry of Education.

The American school follows an American curriculum with the exception of language classes (French, Arabic and German) the language of instruction is English. Achievements tests are administered to students in grades 2-10 on a semi-annual basis. The Lower School curriculum includes Language Arts, Reading, Mathematics, Social Studies, Science, Arabic, French, Computer, Physical Education, Art and Music. Emphasis is placed on the acquisition of the English Language and ESL instruction is provided for students who require it.

Upper school students who successfully complete the graduation requirements of 24 credits, four of which must be in English, will be awarded an American High School Diploma. In addition to the graduation requirements, Egyptian national students in the high school must also fulfill the requirements of the Egyptian Ministry of Education by completing Arabic language, history, geography and civics in Arabic.

Part II. Description of Actions

Human Rights:

The school and its administration take every measure to ensure that its staff and students have a safe, healthy, and sanitary environment. The management takes into account the elimination of any materials or products that contain harmful ingredients or can cause harm or unhealthy effects. Also, we encourage our students to engage with the local community through school organized charity events.

On the other hand, the school, through its chairman Dr. Awatef Serag Eldin, has an affiliated charity called "Hayati" that engages in an array of philanthropic activities such as medical conveys and fundraising campaigns for impoverished areas across the country. Hayati also has an orphanage with around 25 kids and students regularly visit and engage with them throughout the year.

Outcomes:

- All playgrounds and school facilities are inspected and refurbished twice a year to ensure maximum safety of teachers and students by a special committee of qualified engineers.
- All sanitary products used across the school are top quality.
- 25 cleaning staff trained (twice a year) on Hygiene measures.
- 4 annual trips to local orphanages for students in each grade starting from grade 3.
- One annual visit to the 57357 cancer hospital to each grade starting from grade 3.

Labour Standards:

The school has a rigorous human resources policy in accordance to the Egyptian labor laws. This policy is designed and implemented to first and foremost protect our workers and employees rights. The policy is a transparent, regularly communicated policy. We do not engage in any child labor or forced labor activities.

Outcomes:

- We are proud to have teachers and employees from over 10 countries around the world,
- All hiring decisions are based on objective measures and done through a specialized committee.
- Each employee receives induction training upon hiring on the HR policy and full transparent explanations on their rights and responsibilities.

Environment:

As an academic institution we strive to minimize our environmental foot print. Therefore, we have a strict paper usage policy. We depend in our communications with our students and their parents on online tools such as emails and "Engage " program, which allows students to handle everything online , homework, assignments, notifications , report Cards ...etc we have an interactive system in Each class , also a smart board to eliminate the use of chalk.

Outcomes:

- Significant decrease in the usage of papers accounting to almost 70%.
- Elimination of chalk usage.

Anti-corruption:

The school adopts a zero tolerance policy towards corruption. This policy is widely communicated and closely monitored across the schools. An external auditor is hired to oversee and approve on all financial transactions to ensure its transparency and integrity.

Outcomes:

- A bi-Annual external audit is conducted and reported to the board of directors.