

*"We make a living by what we
get, but we make a life by
what we give"*

Winston Churchill



ELECTRA

/ Corporate Social Responsibility
/ UN Global Compact
Communication on Progress (COP)
2019-2020

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Letter from our CEO

In line with global, social and environmental challenges at Electra and as part of our DNA, we always believed in true Corporate Social Responsibility that makes an impact on our company, our community and a better environment.

In a fast-paced environment such as the Events industry, we've decided to embrace a more sustainable and ethical approach.

We aim to change our processes and operations to a better, efficient, responsible way not only for the company, but for our clients, and most importantly with the support of our employees.

*Our CSR committee leads the program which is based on 3 main pillars: **Environment, Enterprise & Community** with clear goals, development and defined actions to perform in line with our CSR strategy.*

Under the same approach we based our commitment to the UN Global Compact principles. I would like to reaffirm our true support to each area, Human Rights, Labour, Environment & Anti-Corruption.

We have pleasure in sharing in full transparency this annual communication with some of our actions that help us improve and we are strongly committed to develop ourselves further in the future

Sincerely yours,

Jean Charles Durand



Our Company

“We Bring Concepts to Life”

Electra is a fully integrated event, exhibition and environment solutions provider and Production house in the Middle East.

KEY FIGURES

1992

Year of Creation

+400

Projects delivered per year

25,000

Square meters in-house
production facility

380

Happy employees



/ Background

/ 1992

Electra was born in Dubai

/ 2002

Acquired by Jean-Charles Durand

/2008

Diversified activities into tent and furniture rental and opened the Abu Dhabi branch

/2015

Move of headquarter to D3

/2018

Part of E3 Group*

*An international exhibit group



/ Solutions



Event



Exhibition



Environments

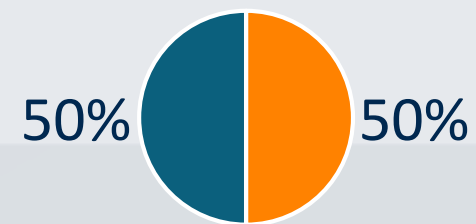


Rental

/ A Diverse Workforce

Gender Repartition

Management Gender Repartition



Male Female

The senior management team is in perfect gender equality. The Executive Committee at Electra is composed of 50% female and 50% male members.

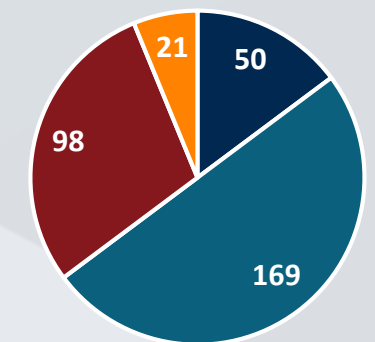
We promote Diversity

We value and encourage diversity within our teams, and this reflects in our people's variety in Religion, nationality, believes, languages and cultures.

Age Repartition

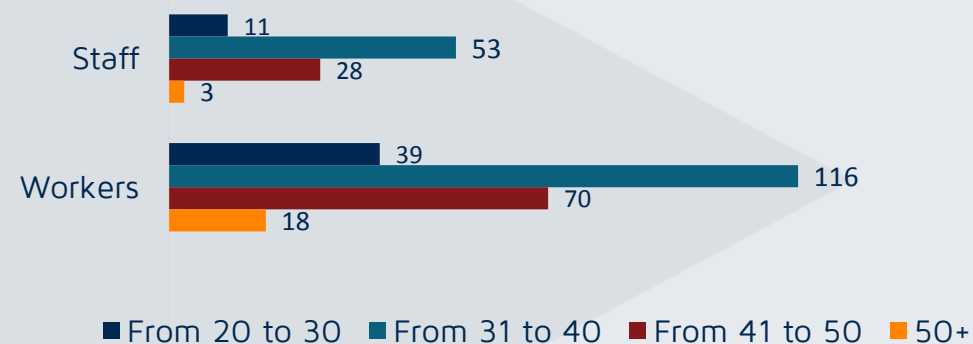
We value talents from all backgrounds and generations. Our employee's age repartition is homogeneous and growing talents are as valuable as confirmed and experienced talents.

Electra Employees by Age Repartition



From 20 to 30 From 31 to 40 From 41 to 50 50+

Age Repartition Staff/Worker



From 20 to 30 From 31 to 40 From 41 to 50 50+

Nationalities

25

Languages

20

Religions

5

4

Meet our CSR Committee

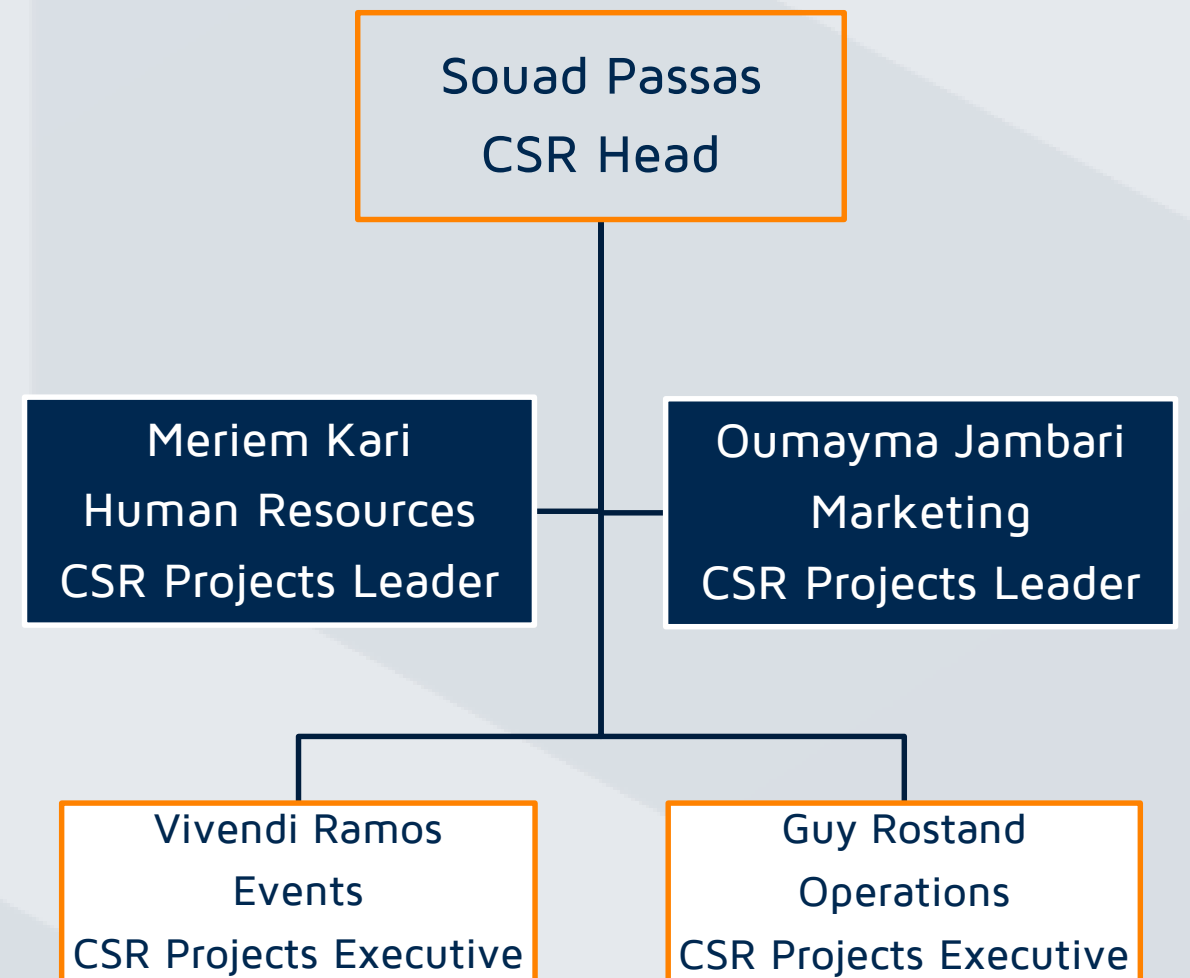
Operating in ethical and sustainable ways is paramount in today's evolving business environment.

As a team, we believe that leveraging the corporate resources at our disposal to act towards social and environmental issues can benefit our colleagues, the Business we operate in, as well as the community we are surrounded by.

We are a diverse team hailing from all parts of the business: from the operations, events to HR. One same conviction unites us: "Part of having a positive and healthy culture is giving back".

Our fun journey as the CSR Committee consists of carrying the social, human and environmental concerns that are valuable to the company and propose actions towards them by involving the whole Electra Team.

ELECTRA CSR TEAM



Our Engagement
towards
the UNGCP

WE SUPPORT



1) Our
Engagement
towards
Human Rights



1.1 Physical Integrity is Priority

Our people's Health & Well-being is always up-front



A comprehensive agenda is made on a yearly basis to make sure regular health and well-being activities are provided to our staff and workers.

Alcohol Awareness Campaign
75% Participation

Health Campaign
87% Participation

Mental Health Sessions
70% Participation

Stress Fighting Sessions
30% Participation

Streamlined Safety Awareness trainings:

Commitment to 0 incident



1.2 We value our people

Workers' dignity starts with living conditions

/ We strive to provide a decent living environment through an adequate and healthy accommodation.



Learning opportunities & lifestyle trainings

/ We believe that all employees want and deserve a workplace where they feel respected, satisfied and appreciated.



We promote & encourage diversity

/ Our diversity mindset starts with fair recruitment procedures that promote employees from all backgrounds



Workers' entertainment

/ Bringing a smile to our people's faces is the first step towards a committed business.

1.3 We give back to the community



Participation to help the community in several matters and partnering with local NGOs is Electra's top priority to enhance social welfare.

We gained the trust of...

We organized...

We performed...

10+ Local NGOs

3 Blood Donation Drives

2 Safety Days Editions

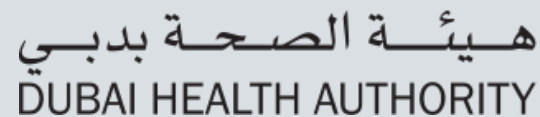
3 Breast Cancer Awareness Campaigns

3 Donations Drives

20+ CSR Actions
10+ Workers Welfare Actions



Some our Local Partners:



2) Our Engagement towards Fair Labor Employment



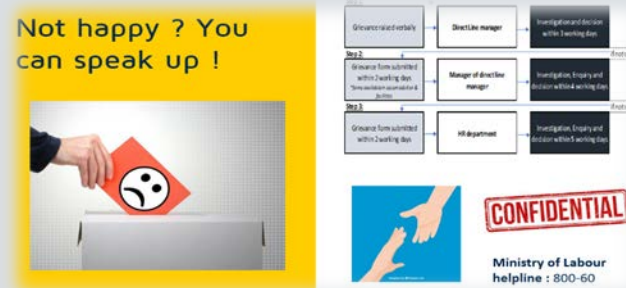
Labour Practices

- / We are fully committed to protecting the health, safety and welfare of each of our employees and complying with all the relevant UAE Laws.
- / Electra values its employees and workers and is committed to ensure that employment practices are right and working as well as living conditions are safe & healthy.
- / **0 Grievance** is our watchword. Labour practices and policies are made to ensure all employees at all levels are treated fairly and that their employment rights are strictly respected. Our employees can rely on a comprehensive, confidential and anti-repressive **Grievance Policy** that provides a means for them to raise concerns about any work-related issues.

Workers' Information

Regular "Know Your Rights" sessions for workers

- / Electra values its employees and workers and is committed to ensure that employment practices are right, working conditions are safe and that the highest standards of ethical behavior are maintained. Thus, worker rights' awareness is the entrance door to Human Rights commitment.



- / **"Workers Representatives"**: we promote a fair representation of the workers by the workers to make sure their voices are heard, and suggestions and concerns solved.
- / **Salaries & Wages** are reviewed annually to ensure competitiveness within the market and deliver best benefits possible.
- / Regular **"Self audits"** are performed to check on our own compliance with fair labour practices

APPROACH YOUR WORKERS REPRESENTATIVES

- / Raise your concerns & issues
- / Get their support on your grievance rights
- / Get a comprehensive and confidential support on all your employment matters
- / Share your propositions to improve your working environment

DUBAI **RAK**

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ELECTRA



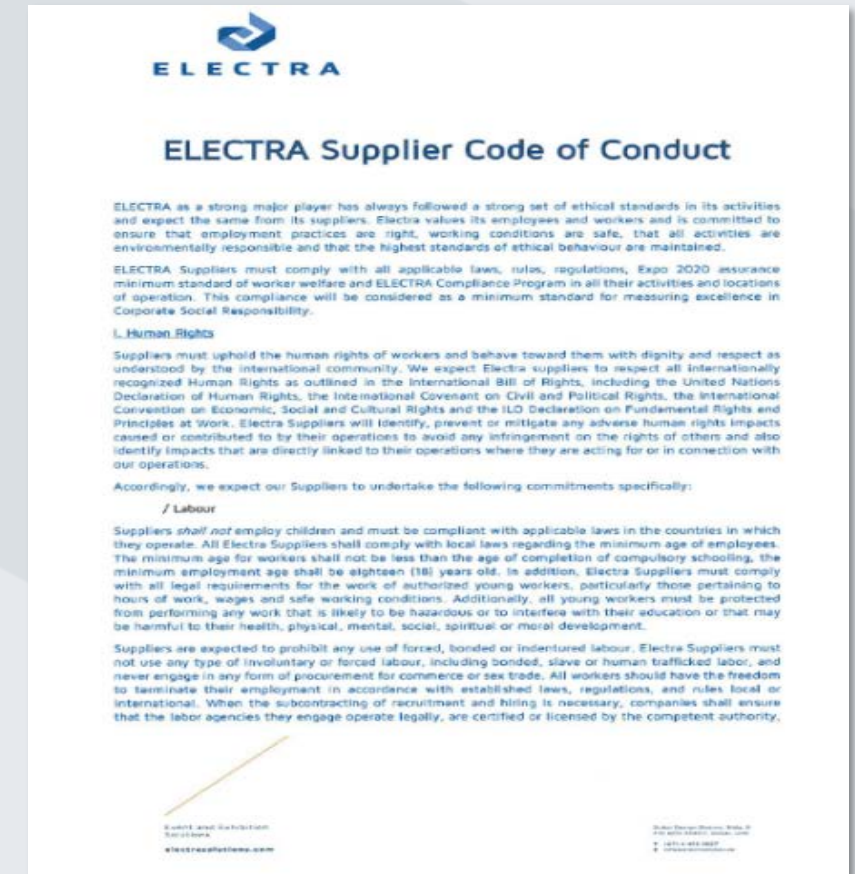
We expect the same from our suppliers ...

Responsible and Human Business is what we strive for.

Electra, as a strong major player, has always followed a **strong set of ethical standards** in its activities and we expect the same from our suppliers.

/ **Agreements with Suppliers** involve strict code of conduct guidelines

/ **Regular Audits** are performed to check on our suppliers welfare practices including employment policies, living/working conditions & Accommodations



Electra Supplier Code of Conduct

ELECTRA SUPPLIER EVALUATION QUESTIONNAIRE	
As part of our supplier quality assurance program, new and periodic assessments are conducted of our suppliers and sub-contractors. To this end, you please complete and return the attached vendor questionnaire.	
Information from this questionnaire will be used to update our records and enable us to maintain our approved supplier list.	
Analysis of this information may result in the need for an assessment or audit by one of our Quality Engineering staff. In this event, we would contact you to arrange a convenient date.	
Please be assured that any information provided will be treated in complete confidence.	
Contents: Part 1 - Supplier Information Part 2 - Contracts Management System Part 3 - Quality Management System Part 4 - Health and Safety Part 5 - Worker Welfare Part 6 - Point of Contact	
PART 1: SUPPLIER INFORMATION	
1 Registered Company Name	TM LABOUR SUPPLY LLC
2 Registered Place of Business Address	765186
3 Phone Numbers	371101425 / 1042 371101433/3573
4 Fax Numbers	
5 E-Mail Address	info@tm.ae
6 Website	www.tml.ae
7 Industrial License No.	
8 Commercial Registration No.	120383
9 Membership Certificate No. (Dubai Chamber)	214823
10 VAT Registration No.	100456997
11 Details of your organization's scope of activity / products / services	Labour Supply
12 Please attach the Organizational Chart of the Company	
13 Number of months / years in business - 4 years	
14 Overall number of staff: 300	
15 Does the company belong to any Group of Companies? Yes	Yes No
16 If Yes, please state the name of the company/organization: Asia Group	
17 What is the company's projected turnover this year / TM	
18 What value of stock does the company hold currently?	
19 What is the combined value of orders received over the last 12 months? TOM	
20 Can you provide us with the contact details of 3 other companies with whom you have similar sized contracts and nature? If Yes, please state: Yes	
Company Name	Phone & Address
Al Arabes Construction	04-3400700, Dubai

Electra Supplier Evaluation Questionnaire

3) Our
Engagement
towards
a better
Environment



Recycling & Resources' Saving in our Production

We have chosen to partner with sustainable companies to help protect the environment in the day-to-day operations of our offices and warehouses.

The high quantity of wood used due to the nature of our work that requires carpentry is permanently recycled. In 2019/2020 we have recycled about **700 Metric Tons of Wood**.



We are committed to a Responsible Procurement

Working towards a green production is a mindset within our stakeholders. We use eco-friendly products that respect the environment and encourage a sustainable production.



LIQUIDLIFE

ENDOSHRED

We saved **600 plastic bottles** in our offices in 2019-2020 thanks to liquid of life dispenser investment.

0 Plastic bottles were used in our HO since June 2019.

With **Endoshred** we participate to the recycling of **tons of paper per year**.

sunbrella®

DANUBE



We strive for Sustainable Solutions

As a well-established integrated solutions provider, we take responsibility for the social and environmental impacts of our business operations. We innovate in products that are eco-friendly and that can be used for decades.

We have been shortlisted for “**Best Sustainability Initiative**” by the Middle East Event Show 2020 for our work on Global Grad Show 2019 using our sustainable solution SLIK.



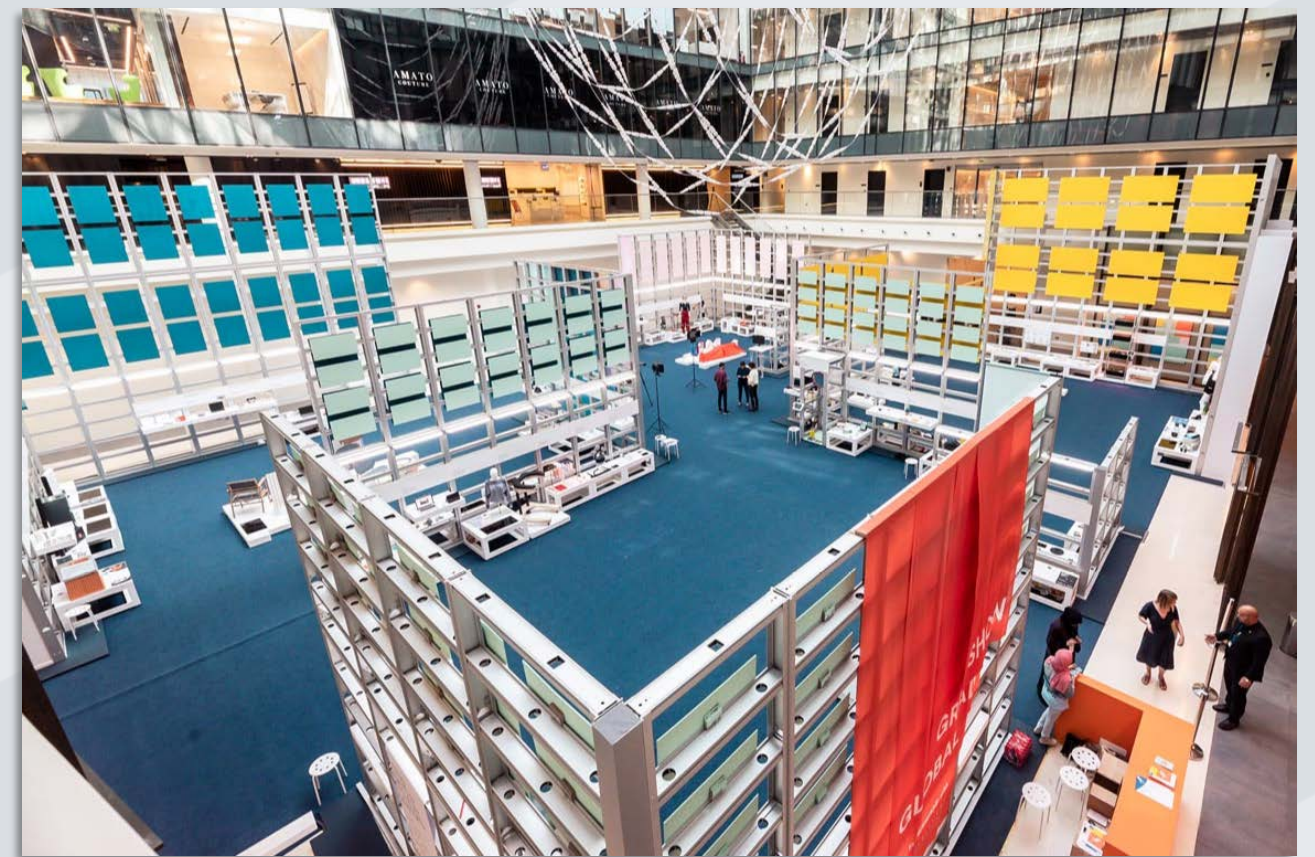
SLIK,
a zero-waste modular system



The Cube's Energy Efficiency

The Cube, our latest temporary structure, was designed to limit energy consumption. The structure requires 15% less fuel consumption than other classic temporary structures.

SLIK, our innovative zero waste is a re-usable modular solution used to create walls, display cases and shelving.



4) Our Engagement towards Anti-Corruption

Anti-Bribery

Ethics and Compliance Survey among Employees

- / Regular Ethics & Compliance surveys are held among our employees to assess understanding of anti-bribery policy.
- / Action plans are key to sustain a Corruption-free workforce and our employees are trained accordingly.

Corruption survey, business code of conduct, procurement policy and processes for suppliers' selection

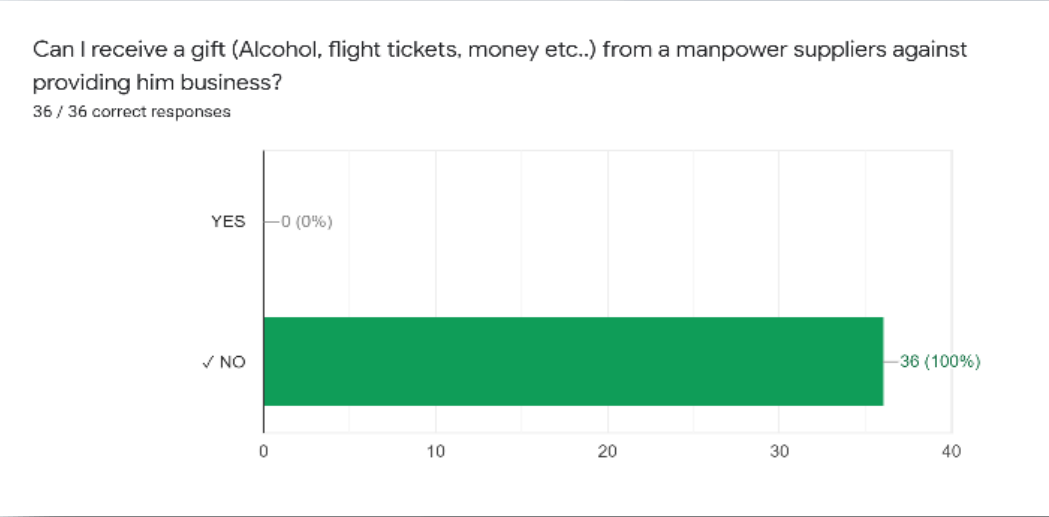
- / Anti-corruption & Anti-Bribery is an integral part of our Supplier code of conduct. The section *III. Ethics* of the supplier code of conduct clearly mentions the Business Integrity expected from Electra suppliers.

100% of employees surveyed on anti-bribery

100% of staff signed the Business Code of Conduct

Compliance survey

<p>/ Staff : 53% of Respondents</p> <ul style="list-style-type: none"> • 60% of the respondents do not consider that Donations and sponsorship are considered as a bribe • 28% consider that sending a gift to a point of contact to speed up a process for a job delivery is not against Electra Policy • 25% are ready to pay in order to get priority on a truck movement at DWTC <p>/ Team Leaders/Supervisor : 24% of respondents</p> <ul style="list-style-type: none"> • 37% of respondents are ready to connect Electra with a company from family/friends to offer service and material 	}	<p>Actions</p> <ol style="list-style-type: none"> 1. Get more responses especially from Fabrication division 2. Improve the code of conduct including Anti Bribery policy → get acknowledgement 3. Provide post survey results and awareness
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Sample & results from Electra Ethics & Compliance survey 2019

III. Ethics

Suppliers must be committed to the highest standards of ethical conduct when dealing with workers, subcontractors and customers.

/ Business integrity

Suppliers *shall not* violate applicable anti-corruption laws and regulations in countries where they operate.

Suppliers *shall not* offer or accept bribes or other means to obtain an undue or improper advantage.

Suppliers must uphold fair business standards in advertising, sales and competition.

/ Conflicts of interest

Suppliers are expected to disclose to ELECTRA any situation that may appear as a conflict of interest.

ELECTRA expects its Suppliers to avoid any relationship, influence, or activity that might impair ELECTRA employees' ability to make objective and fair decisions. Conflict of interest laws and regulations must be abided by fully and carefully.



ELECTRA

Event and Exhibition
Solutions

electrasolutions.com