



COMMUNICATION ON PROGRESS (COP)

Year 2020 - 2021

Friday March 5, 2021

I am pleased to confirm that Hamra Shopping and Trading Co reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption. This year has not been an ordinary year on anyone globally, and on us locally. Despite our commitment to responsible business practices, these circumstances did not allow us to take the actions we desired as a means of contributing to sustainable development goals. The current global pandemic situation on one hand and the local economic crisis on the other have hindered our action plans aimed at improving the integration of the Global Compact and its principles into our business strategy, culture, and daily operations.

In this annual COP, we lay down our completed actions and initiatives and commit to sharing this information with our stakeholders using our primary channels of communication.

Jamil Rayess
General Manager

Human Rights

- Ensure workers are provided safe, suitable and sanitary work facilities
- Protect workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats
- Ensure that employees take the precautions to protect themselves from being infected by COVID-19 by providing the needed PPEs.

❖ Awareness Campaigns:

HST Co. launched and implemented full-fledged COVID 19 safety awareness campaigns in store and across social media platforms, aimed at employees and community members and following guidance from health authorities, to highlight importance, to reduce the risk of infection, and to enable people to make informed decisions and to take up health recommendations.

- Adopting safety measures in store which included monitoring the number of customers, providing hand gel and masks, and respecting social distancing rules. Also placing visual reminders of safety regulations.
- Conducting an online campaign which promoted “Stay Safe, Stay Home.”

Masks productions and Donations:

As a gesture of support for Frontline Medical Workers, HST Co. took upon itself the production and distribution of face masks for the medical teams at AUBMC (American University of Beirut Medical Center).

Labor

- Ensure that the company does not participate in any form of forced or bonded labour and complies with minimum wage standard by
- Ensuring that our employees are paid on time even during the closure of our stores in 2019-2020.
- Ensured that employees take the precautions to protect themselves from being infected by COVID-19 by providing the needed PPEs and the medical support.
- Increased the awareness of the employees about COVID-19 by providing training sessions about the symptoms, precautions and transmission of COVID-19

❖ The Beirut Blast

The horrific Beirut Port explosion affected not only our stores but left many of our employees devastated with homes affected by the blast. HST Co. offered financial assistance to these employees, enabling them to rebuild and repair their homes.

❖ Social assistance

With the alarming depreciation of the Lebanese Pound, many of our employees found themselves in need of additional financial assistance to keep up with their financial responsibilities. HST Co. is currently helping these employees overcome the economic hardship.

Anti-corruption

- HST follows an internal disciplinary action matrix implemented in all stores and departments to avoid subjective decisions and exaggerated actions. The structure of the company and the hierarchy implies a proper reporting system which prevents any corruption or indecent actions.
- All employees sign a code of conduct they adhere to. Integrity is our main value and one of our basic required competency with all stakeholders.
- HST employees follow rules and regulations to the extreme, and the company has built a strong culture based on integrity.