

Communication
on progress
2020 -2021



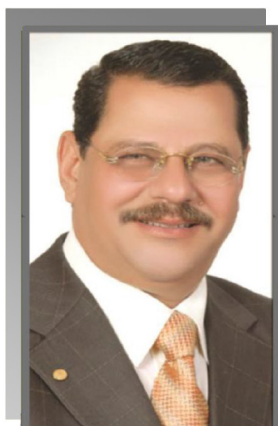
Sustainability report

Kasr El.Salam Co.

For Real Estate & Commercial Investment S.A.E



CEO MESSAGE



Although 2020 was the year of Covid-19 pandemic, the ability of companies to face challenges and flexibility was the most important factor.

Years ago, when we joined un global compact, we were able to develop our capabilities and concepts on a common ground towards our responsibility towards humanity. This helped us to cross our societies from the challenges of the pandemic.

A new year in the scope of community work by relying on private sector companies towards sustainable development to build a better world.

Zakaria Atalah
CEO



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



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

Luxury



CONTINENTAL
Towers

For the lovers of classic design and originality, we have designed (Continental Towers) on the French Baroque style to serve as a museum of classic constructions, Thus (continental towers) deserved (The Most Beautiful Architectural Design) award.



Projects

Creativity



- 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 .



Projects

Minimalism



CONTINENTAL PALACE
ALEXANDRIA

- A new modern luxurious project with a minimalism style, designed by international architectures.



- 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.



Global compact 10 principles

- 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 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.



Global compact 10 principles

Principle 3

- Business should uphold the freedom of association & the Effective recognition of the right to collective bargaining.

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.
- 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.



Enviroment

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.

• Coexistence Plan with COVID-19

- Creating a preventive control plan for all the company sites.
- Social distancing applies in all the parts of the company.
- Board meetings hold by interactive technology.
- Adjusting working hours to suit with the governmental curfew time.
- Providing hand sanitizers at the entry and exit points.
- Activate working from home.



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.
- In a meeting organized by Alexandria Governorate for the International Anti-Corruption Day, Eng. Ehab Zakaria Atallah, Vice CEO of the company, discussed how to improve anti-corruption indicators and confront destructive ideas





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 cleanliness hygiene, 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 polypropylene pipes.
- Bitumen 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 .
- Applies Coexistence Plan with COVID-19 .

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

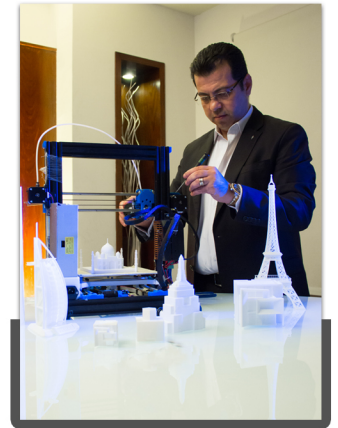
- By the practical application of our vision to hold it in a examples with the direct integration of the CSR. We started to continue what we did last year after the integrating CSR. In our strategy and to open new field to hold the idea in a more professional way.
- Kasr - El Salam policy depends on 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

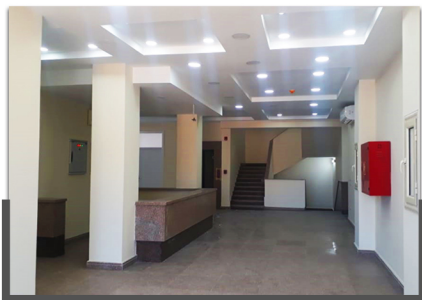
Training protocol

- Based on the variables caused by the Covid-19 pandemic, training in Kasr El Salam Company focused on remote training and focusing on tools for digital transformation in the construction sector.
- Training programs focused on 3D printing as it is Crucial for Digital Transformation.
- Transfer training to the E-learning due to COVID-19 pandemic.



Donation of Hospital's construction

- Due to COVID-19 pandemic, the company contributed in the development of the Mahmoudiya hub by donating to the Estate by building a hospital and service center with the aim of developing the local community in the areas most in need.



Social Activities

Organizing Seminars

- Organizing and participating in Cultural and educational seminars in universities and online To discuss issues of society and economics.



Supporting youth skills

- Contribution in raising youth awareness through seminars and lectures by Vice CEO Eng. Ehab Zakaria at universities to train students on the skills required in multinational companies and global languages to co-op the economic Globalization.





Social Activities

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

- This year, Ramadan Coincides with Easter. therefore, It was an ideal opportunity for the emergence of social solidarity in our society during Covid-19 pandemic.so we distributed food products and chickens for 15000 family.
- At the same time we made awareness campaign for the same people about health and social habits during Covid-19 pandemic.



Volunteer Support

- Participated in international Volunteer Day seminar at the Muslim Youth Association Theater to celebrate and support volunteers, especially doctors who volunteered in 2020 to combat Covid-19 pandemic



Medical awareness campaigns

- Awareness posters against the spread of the COVID-19 were distributed at company sites and popular areas to raise awareness of citizens.

Social Activities

Subsidies for Communal Services

- Home renovation for low-income people in poor areas.
- Food distribution for low-income people and supporting them with medical supplies during covid-19 pandemic.



Participation in civil society

- Participation in the civil society through the Foundation of (Haretna El Masria for sustainable development) by beautifying the walls of Alexandria streets, including beautifying the walls of Mostafa Kamel Secondary Industrial School for Girls.

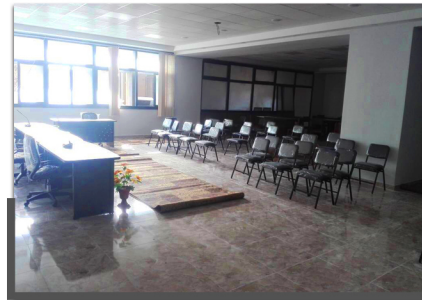




Social Activities

Education Support in Different Levels

- Renovation for government schools, including Saqr Primary School.
- Renovation for Universities, such as developing and renovating the conference hall at the Faculty of Education, Alexandria University.
- Giving Lectures and seminars in public and private universities.



Orphans and Children with Disabilities Care.

- Our target is to give support for them to introduce our warm feelings and support, reproducing safety and happiness for them.

Supporting Mothers

- Supporting mothers by participating in several celebrations to honor the ideal mother and presenting gifts to them

Supporting Women and Girls

- Our target is to support and empower women, promote the values of gender equality, and support the development of women to participate effectively in the decision-making process, enjoy their rights and improve their capabilities, as we believe in the importance of the role of women in developing society.
- From this point, we honored the first Egyptian captain (Marwa El Selehdar), who excelled in the field of maritime navigation and proved her worth.



Raising awareness of society and disseminating ideas in the media field.

- Raising awareness of society and discussing many issues in different fields by T.V interviews and Publishing a weekly periodical articles in several journals and magazines by Eng. Ehab Zakaria.



Egyptian Senate

Based on the effective societal role of the Egyptian Haretna Foundation and Kasr El Salam Company, Eng. Ehab Zakaria Atallah, VICE CEO of the company was appointed as a member of the Egyptian Senate by a decision of the President of the Republic Abd El Fattah El-Sisi.



Honors

Eng. Ehab Zakaria Atallah was honored by several community institutions in their various fields. as he is a socially influential figure and for his social responsibility towards the development of hte Society.





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.	10
HR6	Operation identified as having significant risk for incidents of child labour & measures to contribute to eliminate child labour.	11
LA8	Education , Training , Counseling Prevention & risk - control programs in place to assist work force , members , their families or community members regarding serious diseases.	17,18



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.	10
LA 14	Ratio of basic Salary of men to women by employee category.	12
SO 3	Percentage of employees trained in organization's anti - corruption policies & procedures.	14
EC1	Direct economic value generated & distributed including revenues operating costs , employee compensation , donations & other community investments retained earning & payments to capital providers .	19,20,21

Sustainability report
Kasr El-Salam
Communication on Progress
"COP"