



COMMUNICATION ON ENGAGEMENT (COE) 2020 – 2021

Misr Elkheir Foundation's Bi-Annual Submission
To
The United Nations Global Compact

From: Jan. 2020 to: Dec. 2021



4, Alahram St., Nafoura Sq.,
Al Mokattam, Cairo, Egypt



+202 284 520 12
+202 284 520 14



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Content

1. Statement of Continued Support by the Chief Executive Officer	3
2. About Misr Elkheir Foundation	4
3. Human Rights Principles	5
3.1. Implementation	
3.2. Measurement of Outcomes	
4. Labor Principle.....	6
4.1. Implementation	
4.2. Measurement of Outcomes	
5. Environment Principles	7
5.1. Implementation	
5.2. Measurement of Outcomes	
6. Anti-Corruption Principles	8
6.1. Implementation	
6.2. Measurement of Outcomes	
7. Partnerships for the SDGs	10



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1. Statement of Continued Support by the Chief Executive Officer

To our stakeholders,

MISR ELKHEIR FOUNDATION-(MEK) is an Egyptian NGO- Established on 20/5/2007. The foundation is a developmental non-governmental organization mainly concerned with Human Development. MEK's main goal is the alleviation of human suffering through sustainable human development,



I am pleased to confirm that Misr El Kheir Foundation reaffirms its support to the United Nations Global Compact and its Ten Principles regarding Human Rights, Labor, Environment and Anti-Corruption. With this commitment, we express our continued commitment to support the global Compact advancing these principles through this Communication on Engagement and we welcome feedback on its contents.

In this Communication of Engagement, we describe the actions that our organization has taken to support the UN Global Compact and its Principles as suggested for an organization like ours. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,



Abdul Aziz Ali
Chief Executive Officer



2. About Misr El Kheir Foundation:

MISR ELKHEIR FOUNDATION-(MEK) is an Egyptian NGO- Established on 20/5/2007; Registered with the Ministry of Social Solidarity as 555/2007. The foundation is a developmental non-governmental organization mainly concerned with Human Development. MEK is neither religious nor politically affiliated with any entity or party inside or outside Egypt.

Vision: To become a pioneering sustainable development organization to be heeded internationally.

Mission: Comprehensive Human Development through the implementation of projects in order to diminish the levels of illness, poverty, hunger, illiteracy, and unemployment.

Institutional Values: Transparency – Respect – Excellence – Responsibility – Credibility – Equality.

MEK adopts the most recent development institutional work approaches and professionalism to achieve human development in seven main fields:

Education: Seeking to increase the efficiency of the education process and build the capacity of the education system in Egypt, the department of education delivered more than **335,567** direct services.

Social Solidarity: Seeking to improve the living condition of the Egyptian community to be able to independently manage its resources and secure the basic needs of its individuals. The department of social solidarity provided more than **92,382,032** direct services.

Health: Seeking to improve the health system through the treatment of the most common

diseases in society across Egypt. The Health department delivered more than **11,539,084** direct services.

Life Aspects: Seeking to develop the citizens' sense of values and culture, through capacity building and enhancing self-confidence, in order to reach our ultimate goal, which is developing their quality of life, Social Inclusion for People with Disabilities, Spreading and conservation of Arts and Culture, Character Building. The Life Aspects department delivered more than **1,700,000** direct services

Scientific Research and Innovation: Employing and promoting the concept of scientific research and innovation, in order to develop products and services for the Egyptian Community. The department of scientific research and innovation provided more than **356,464** direct services.

Developing of NGOs Sector: The NGOs' Development Sector at the Misr Elkheir Foundation seeks to build the capacity of the small partner NGOs and CSOs, to help achieve the SDGs and Egypt Vision 2030. The department provided more than **7,152** direct services.

Integrated Development Sector: This sector integrates the previous six strategic sectors and gears all efforts collectively into one location included the 1000 poorest villages in Upper Egypt. The department provided more than **30,896** direct services.



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3. Human Rights

Principles:

1. Businesses should support and respect the protection of internationally proclaimed human rights.

2. Make sure that they are not complicit in human rights abuses.

Misr Elkheir Foundation has continued to show its commitment to uphold human rights principles and frameworks around the world and has continued to respond quickly and effectively to challenging external humanitarian needs across the country adhering to the global human rights standards and following the standards regulations.

Implementation:

- **Code of Conduct:** MEK represented in its BoT, staff and volunteers adheres to its code of conduct that recognizes a set of standards, rules, professional culture and commitment to the ethics of public service. The code of conduct is based on the justice principles that include equal opportunity, transparency, accountability, integrity, professionalism, impartiality, belonging to the homeland and the Foundation, insisting on achieving its mission and objectives, and bearing its responsibility.
- **Prevention of Sexual Exploitation and Abuse (PSEA):** MEK is adhered to the Prevention of Sexual Exploitation and Abuse policy, as it applies to all the Foundation BoT, staff, volunteers, partners and beneficiaries, regardless of their position, grade, or contract type.
- **Child Safeguarding Policy:** Our safeguarding commitment is to ensure that children and adults

are protected from both deliberate and accidental harm and abuse caused by any of Misr Elkheir Foundation staff and other representatives.

- **Beneficiaries Safeguarding:** Misr Elkheir Foundation is committed to maintaining the rights and interests of others without any exception in terms of respect, objectivity and impartiality, regardless of race, gender, religion, political opinions, social conditions, or any other forms of discrimination.
- Giving priority to providing care and assistance to people with special needs.
- Maintain privacy in dealing with beneficiaries and the related documents and data following applicable laws and regulations, this information shall not be used for personal purposes.

Measurement of Outcomes:

- Misr El Kheir Foundation prohibits sexual exploitation and abuse, and the Foundation considers such acts as serious misconduct, which may constitute a basis for termination of the contract immediately.
- Establishing policy regulatory procedures, to include: developing a clear training framework for the institution's employees, establishing an independent and specific mechanism for how to report and investigate allegations of sexual exploitation and abuse and developing procedural steps for referral services and a list of psychological and health services.
- Provide the technical support for the establishment of a Child Safeguarding Policy (CSP) to be applied in all departments of MEK (Programs, human resources, ...) and MEK community schools. Including psychological support for children and case management, with a specific focus on Community Schools.



- Build the capacities of MEK staff involved in applying and activating CSP on the concepts of child protection and keeping children safe.
- Code of conduct must be reviewed by all staff to be familiar with its contents, and abide by its provisions. Also, the chairman of the BoT, his assistants, and department managers are responsible for supervising the activation and application of the code. And any employee who violates the provisions of this code shall be referred to the Human Resources Sector; to take measures for violating this Code.

4. Labor:

Principles:

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

4. The elimination of all forms of forced and compulsory labor.

5. The effective abolition of child labor.

6. The elimination of discrimination in respect of employment and occupation.

Misr Elkheir Foundation is fully dedicated to promoting labor principles in its work, Our main goal in this respect is to maintain the rights and welfare of our staff and how it can affect the workforce within our interventions. We promote transparency, equal opportunities and affirmative action that lead towards more diversity and inclusion in the workplace.

Implementation:

- Identified rights for all staff: Misr Elkheir Foundation is committed to identifying duties, responsibilities, and what is expected to accomplish.
- Dealing with the employee based on compatibility, competitiveness, and equal opportunities.
- Securing good and safe working conditions, and ensuring that no discrimination is practiced at the workplace.
- Provide adequate and continuous training opportunities to improve chances of progression and development.
- To guarantee the freedom of expression within the legal framework, and following the provisions of the code of conduct.
- It is not permissible for the worker to be asked about his actions, habits, behaviors, or hobbies as long as they are away from his work.
- Guarantee the right to file a grievance or complaint against any wrong decision, following the provisions of the bylaw.
- Providing fairness in wages, and laying down a sound basis that is consistently applied ensure the achievement of equality between workers, concerning the wages, salaries and compensation system as well as annual performance-related increases.
- Compliance with the legal controls set by the legislator in the Egyptian Labor Law No. 12 of 2003.
- Providing private medical insurance, which includes a wide range of medical services, as determined by the contracted medical insurance company. It is available to the employees in distinguished medical centers and is available in all governorates of the Arab Republic of Egypt.



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Measurement of Outcomes:

- Maintaining ongoing tools that guarantee the application of the above-mentioned policies, includes:
 - A. Conflict of interest blog.
 - B. Risk management program.
 - C. Whistleblowing program.
 - D. Complaints and suggestions department: grievances committee convenes at least once a month to examine and discuss grievances, and it may meet more often when needed for this purpose.
- Work regulations' document is in a visible place, explaining the rules that regulate the work.
- The Legal Affairs Department raises the legal awareness of the employees through the following:
 - A. Continuous and direct meetings with the organization's employees to urge them to fully comply with the provisions of relevant laws.
 - B. Simplified informative messages and emails.
 - C. Holding ongoing seminars to discuss legal issues relevant to the work and create an ongoing discussion on these issues.
- Improving the performance of employees by organizing professional and specialized training courses that help to develop their skills and raise abilities.

5. Environment:

Principles:

- 7. Businesses should support a precautionary approach to environmental challenges.**
- 8. Undertake initiatives to promote greater environmental responsibility.**
- 9. Encourage the development and diffusion of environmentally friendly technologies.**

In the context of the adherence with the state strategy in supporting scientific research and using it in the maximization of the use of the resources to find a solution for critical and chronic problems in the fields of water, energy and food supply. Misr Elkheir Foundation is committed to promoting the concept of scientific research and innovation to respond the challenges related to climate change, green power and natural resources. Our interventions are implemented on the national level in different fields includes health, education, water, food and energy with the purpose to raise a generation aware of the importance of science to overcome environmental challenges.

Implementation:

- **GESR:** is a business incubator program affiliated to MISR EL KHEIR Foundation launched in 2013, showcasing its responsibility to contribute to a knowledge-based economy, through supporting innovators and technology startups solving social challenges in the fields of Water, Energy, Food/ Agribusiness, Health, and Education.
- **Green Clubs Initiative:** Establishing environmental clubs in Misr Elkheir Community Schools in partnership with the Greenwich Foundation to qualify students to work on pioneering ideas to



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solve environmental problems in their communities and create educational materials on various environmental issues.

- **Water Desalination Stations:** provides desalinated drinking water to crucially deprived areas, relies on the solar energy system as a source of electrical current, and to ensures the highest efficiency in collecting solar energy.

Measurement of Outcomes:

- **GESR provided its services for:**
 - ✓ 24 Green-Startups included 15 uses green applications.
 - ✓ 6 competitions were held, ad 4 green prototypes won.
 - ✓ 3 startups are integrated in our ongoing activities:
 - a) Green Light: Solar connection system to provide lighting in MEK's community schools in Marsa Matrouh governorate.
 - b) Chitosan Misr: supplier of natural fertilizers to MEK's greenhouses project.
 - c) Baramoda: another supplier of natural fertilizers to MEK's greenhouses project.
- **Green Clubs Initiative:**
 - ✓ 8 environmental clubs were established in the governorates of Beni Suef and Minya.
 - ✓ 440 students became qualified to work on pioneering ideas to solve environmental problems in their communities.
- **Water Desalination Stations:**
 - ✓ Stations have provided their services for more than 20,000 families in Matrouh City and Shammas village Northwestern Coastal Zone of Egypt.
 - ✓ Two Solar energy desalination stations were constructed, each providing 50 cubic meters of water per day.

6. Anti-Corruption:

10. Businesses should work against corruption in all its forms, including extortion and bribery.

The governance system of MEK consists of several control tools and mechanisms both internal and external. All of these tools are impartial and objective aiming to provide an independent evaluation on the efficiency and effectiveness of control systems and the regulations of the foundation. Also, to check the foundation's capability of risk management whether related to project implementation, financial systems or compliance to rules and regulations.

Implementation:

This system consists of several tools, that guarantee the fulfillment of the duties which represent the purpose of the establishment of it in the first place, as follow:

- **Audit and Governance Department:**

The department is responsible for the accomplishment of compliance, consultancies, quality and special tasks. All of this is done independently and objectively aims to add value, improve the operation quality, improve and evaluate the effectiveness of risk management, control and governance. The department is reporting to the Committee of Audit and Governance rather than the executive administration of the foundation to assure independence and objectivity.
- **Evaluation and Impact Assessment Department:**

The department is responsible for the follow-up process on all the foundation's projects, verification of achieving the approved



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performance indicators, also assessing the achieved impact of these projects from all aspects; socially, financially and etc... .

- **Other Department:**

The foundation has other departments under the executive administration that work on performance improvement and internal regulations, including the Complaints and Suggestions Department, Crisis Management, and Whistle Blowing.

- **Anti-Fraud Policy:**

Fraud and corruption are crucial matters to be considered from any foundation across the world, therefore, MEK has prepared an anti-fraud policy to set the regulations and procedures that assess the revealing and protection of MEK Foundation from any possible risks.

The policy includes Any acts that violate the foundation policies and its code of conduct; fraud, deliberate falsification of facts and information to get illegal or illegitimate financial benefits, deceiving, bribery, forgery, extortion, corruption, theft, conspiracy, embezzlement, misuse of assets and collusion.

submitted directly to the Audit and Governance department who have full and unrestricted access to all foundation's the activities, processes, records, properties, individuals, etc..., at any time to conduct the necessary checks, information collection and conducting interviews with any part.

- Investigating and search shall be conducted immediately, considering keeping evidence undamaged, not to ignore key and tiny evidence, and searching for facts that could confirm or deny the suspicion, all of it under documentation and detailed reports.

- Consequently, all case shall be reported to the Legal Affairs Department to lead the investigation with the involved/ related persons whether they were from inside or outside the Foundation.

Based on the results of the investigation with the related/ involved/ suspected persons, the penalty is determined under the Labor Law and the policies and procedures of the Human Resources Department.

Measurement of Outcomes:

- Conflict of Interest's Code: Aims to reveal and capturing of any conflict of interest cases between the staff and responsible persons of the foundation and any other internal or external parties.
- Risk Management Function: Conducts the evaluation and review of all possible or existing risks, both internally and externally. Also, determines regulations and mechanisms that should be applied to respond and mitigate such risks.
- In case of suspicion of fraud against the foundation from any internal or external parties, it shall be



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7. Partnerships for SDGs:

The main organizational goal of Misr Elkheir Foundation is human development and thus seeks to develop humans in order to transform their status and quality of living from neediness to self-sufficiency, and ultimately efficiency and empowerment. Misr Elkheir achieves this goal through the development of seven sectors covering different aspects of Egyptian life. This goal is achieved through striving to outreach diversified partnerships and collaborations to ensure comprehensive implementation of development programs, thus tackling the most essential human needs to diminish poverty, hunger, illness, illiteracy, and unemployment in alignment with the UN Sustainable Development Goals and Egypt's Vision 2030.

Misr Elkheir Foundation has a diverse network of international and local partnerships such as the government bodies & institutions; the Gulf Cooperation Council Countries; the international agencies and organizations.

Government Bodies: Ministries of Social Solidarity, Education, Housing, Utilities, and Urban Communities; Local Development; and Social Solidarity, Agriculture, Veterinary Medicine Directorates, MOE supervisors, Holding Company for Water Waste HCWW, and Drinking Water and Sanitation Facilities, etc. Partner NGOs of more than 5500 in poorest villages

National Entities: National Bank of Egypt (NBE), Banque Misr, Bank du Caire, Faisal Islamic Bank, Credit Agricole Bank, Export Development Bank Al-Abd Investment, Atlas Copco Co., Lighting Investment Co., Canadian Cotton Co., CES English School

Gulf Cooperation Council Countries (GCC):

Al-Waleed Philanthropies, Al-Najat Kuwaiti, Al-Futtaim Co., Sheikha-Ohoud Al-Sabah, Big-Heart Foundation UAE, Abu Dhabi Islamic Bank, Emaar Co., Qatar National Bank, Bahrain Trust Foundation, EMAAR – UAE, Al Nouri Kuwaiti Waqf.

International Entities: The Coca Cola Foundation, Henkel, Orange, UNICEF, UN Women, UNIDO, Drosos, European Union, European Commission, European Bank for Reconstruction and Development (EBRD), International Labor Organization (ILO), Food and Agriculture Organization of the United Nations (FAO), UNDOC, Sawiris Foundation, Beijing Information Technology College BITC, Microsoft, Google Organization, KfW, and GIZ, etc.

Examples of successful international and local companies:

International Projects: European Union European Union-Empowering the Bottom of the Pyramid – BOP via The Egyptian Social Innovation Cluster; Drosos Qualification and Employment of TVET Schools & Students, ILO TVET Hospitality Training and Employment, GIZ Production Units with NGOs, FAO-Improve Food Security And Proper Nutrition For Poor Egyptian Families through Agriculture projects, UN Women Cooperatives Economic Empowerment (WEE), EBRD, Coca Cola Development of 29 Poorest Villages, UNIDO-Agribusiness and Waste Management Value Chains in Minya Governorate, Sawiris Foundation in Education Scholarships and TVET Gouna Hospitality School.

- Al Waleed Philanthropies in 10,000 Houses Sutra Project, Al Nouri Kuwaiti Waqf, The Big Heart Foundation, Bahrain Trust Foundation
- Local partnerships as the Ministry of Solidarity many collaborations in Sakan Kareem, Hayat Kareema mega national projects; Ministry of Immigration Training for Employment.