



# ETHYDCO

## Sustainable Development Report 2021

### Prepared by

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Ch. Fathy Ragab  
TQMS General Manager

### Verified by

Chairman & CEO

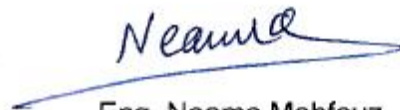
Eng. Mohamed Abdelmoneim Saleh



# ETHYDCO

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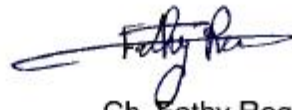
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## *A Message from Chairman & CEO*

Eng/Mohamed Abdelmoneim Saleh



It gives me great pleasure to thank all the managers and employees of ETHYDCO for these sincere feelings. It is an honor for me to assume the responsibility of this industrial and economic edifice in the field of petrochemicals (ETHYDCO). We seek to continue this progress and participate in the continuous success of the Egyptian petroleum sector and petrochemical industry.

Ethydco has always been committed to achieve its goals and has been able to achieve a lot; thanks to the continuous support of the Ministry of Petroleum and Mineral Resources, the Egyptian Holding Company for Petrochemical Industries, and thanks to its loyal sons and all these competencies, experiences and capabilities available to the company. However our ambitions have no limits and we look forward to completing them together and achieving more In order for **ETHYDCO** to remain a model and pioneer in creating the added value and contributing to the construction and development of our nation. And this is the responsibility of all of us. Each of us has a role to play. We share the responsibility together, and we all achieve success .



## ETHYDCO Profile

The Egyptian Ethylene & Derivatives Company **ETHYDCO** is an Egyptian joint Stock company, Established on January 16, 2011 under Egyptian investment law with total investment cost of US \$ 1.9 Billion

**ETHYDCO** petrochemicals complex is the largest in Egypt & Africa, Implemented with the latest state of art technology to be a leading provider of advanced and high quality products (Linear low & High Density Polyethylene, Polybutadiene.



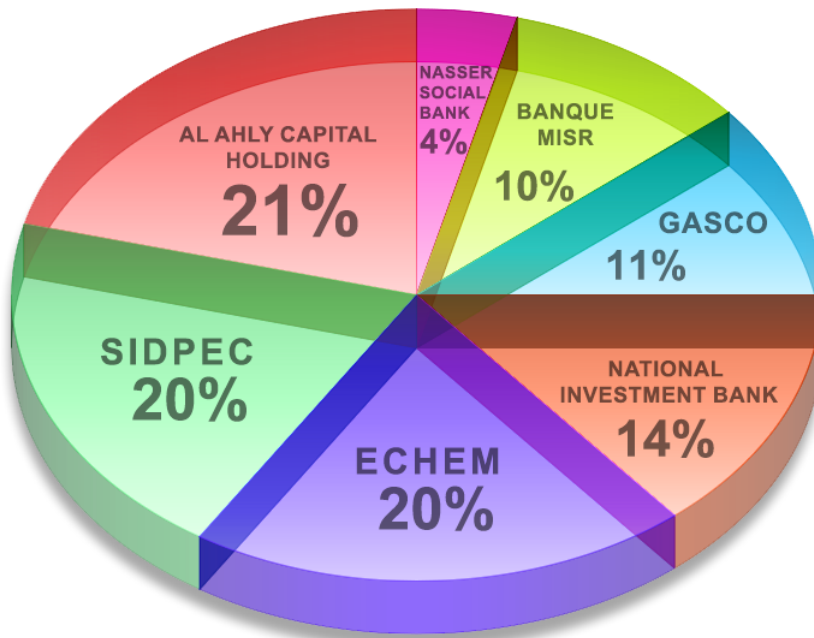
## Production Plants

<b>1- Ethylene &amp; Butadiene Plant</b>	<b>Ethylene</b> <b>Capacity :</b> 460 KTA <b>Licensor:</b> Lummus - USA <b>EPC Contractor :</b> Toyo – Japan	<b>Butadiene</b> <b>Capacity :</b> 20 KTA <b>Licensor:</b> Lummus - USA <b>EPC Contractor:</b> Toyo – Japan
<b>2- Polyethylene Plant</b>	<b>Capacity:</b> 400 KTA (2x200 KTA) <b>Licensor :</b> Univation – USA <b>EPC Contractor:</b> Toyo - Japan	
<b>3- Butadiene Derivatives Plant</b>	<b>Capacity :</b> 36 KTA <b>Licensor :</b> Versalis – Italy	
<b>4- Utility Plant</b>	<b>EPC Contractor :</b> ENPPI – Egypt	





## ETHYDCO Shareholders structure



## *ETHYDCO Vision, Mission & Values*



Our vision is to be the most preferred supplier of Polyethylene, Butadiene and its Derivatives locally and globally.

Our mission is value creation through customer orientation, sustainability and optimum utilization of resources.

Our values are creativity, dedication, Integrity and respectfulness.



© Tamer Elsharkawy

**ADVANCENE**  
BY ADVANCED PE TECHNOLOGY

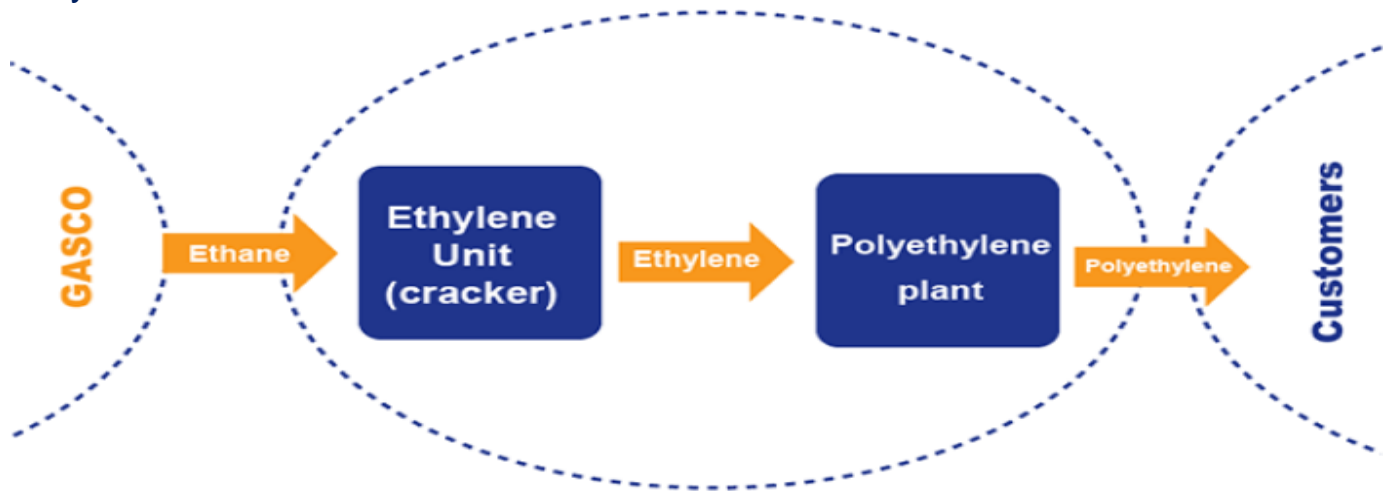


## Our Business

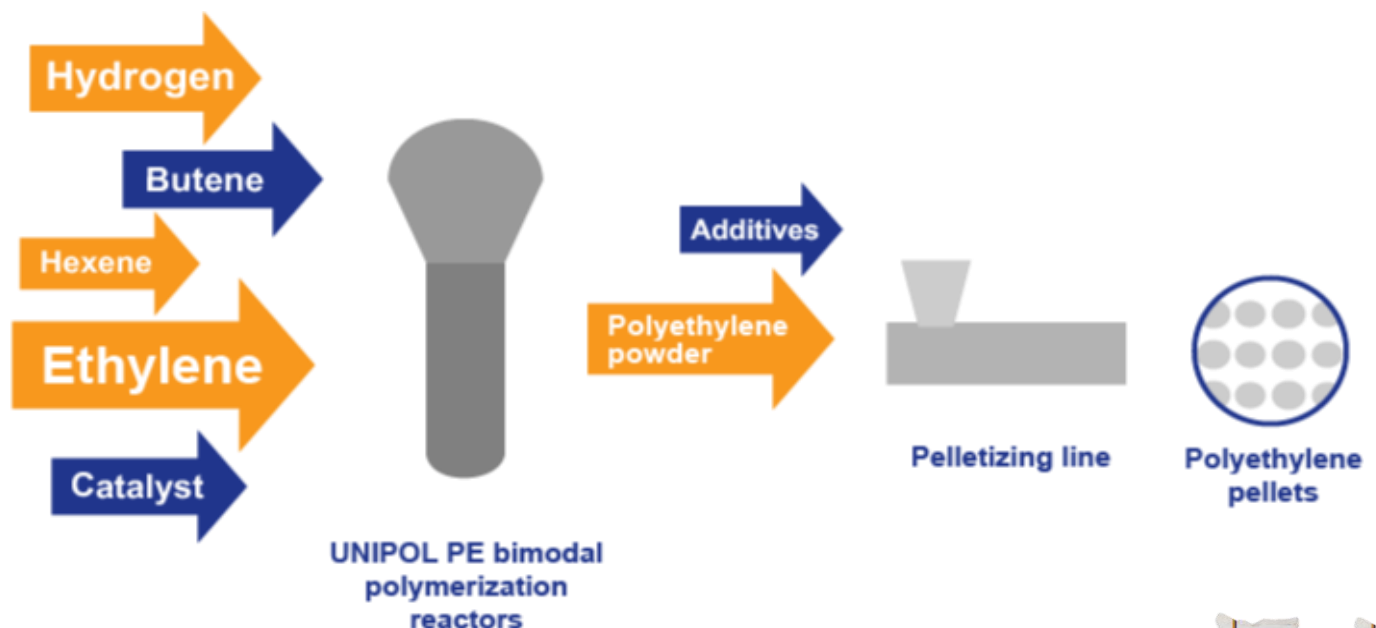
*We are Maximizing the Added Value of Natural Resources.*

Starting form Ethane/Propane mixture, ending to the magic and small Polyethylene Pellets.

Our business is valuable, we convert the ethane/propane mixture (from Gasco) into Ethylene

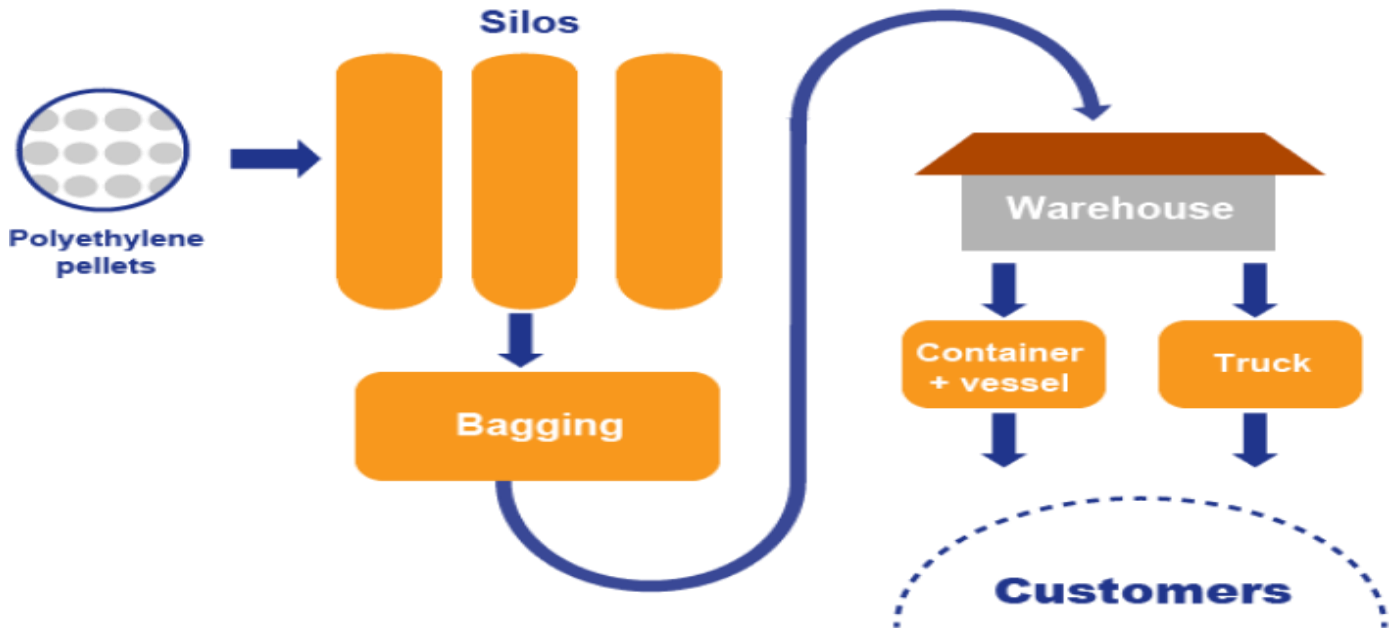


Ethylene is polymerized into Polyethylene. (LLDPE, MDPE and HDPE)

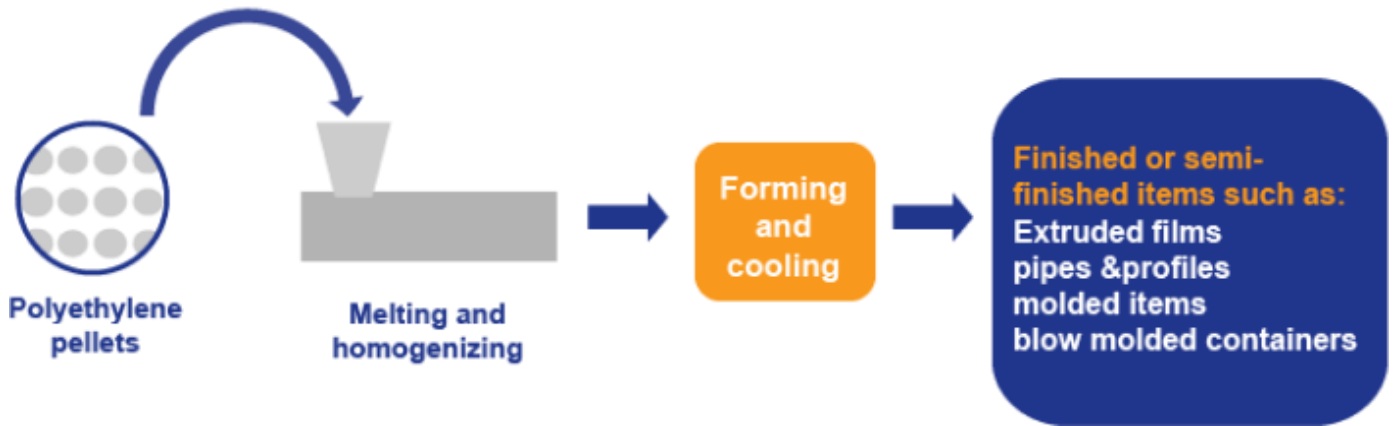




Polyethylene is then PACKAGING/BAGGING to be shipped to the customers.



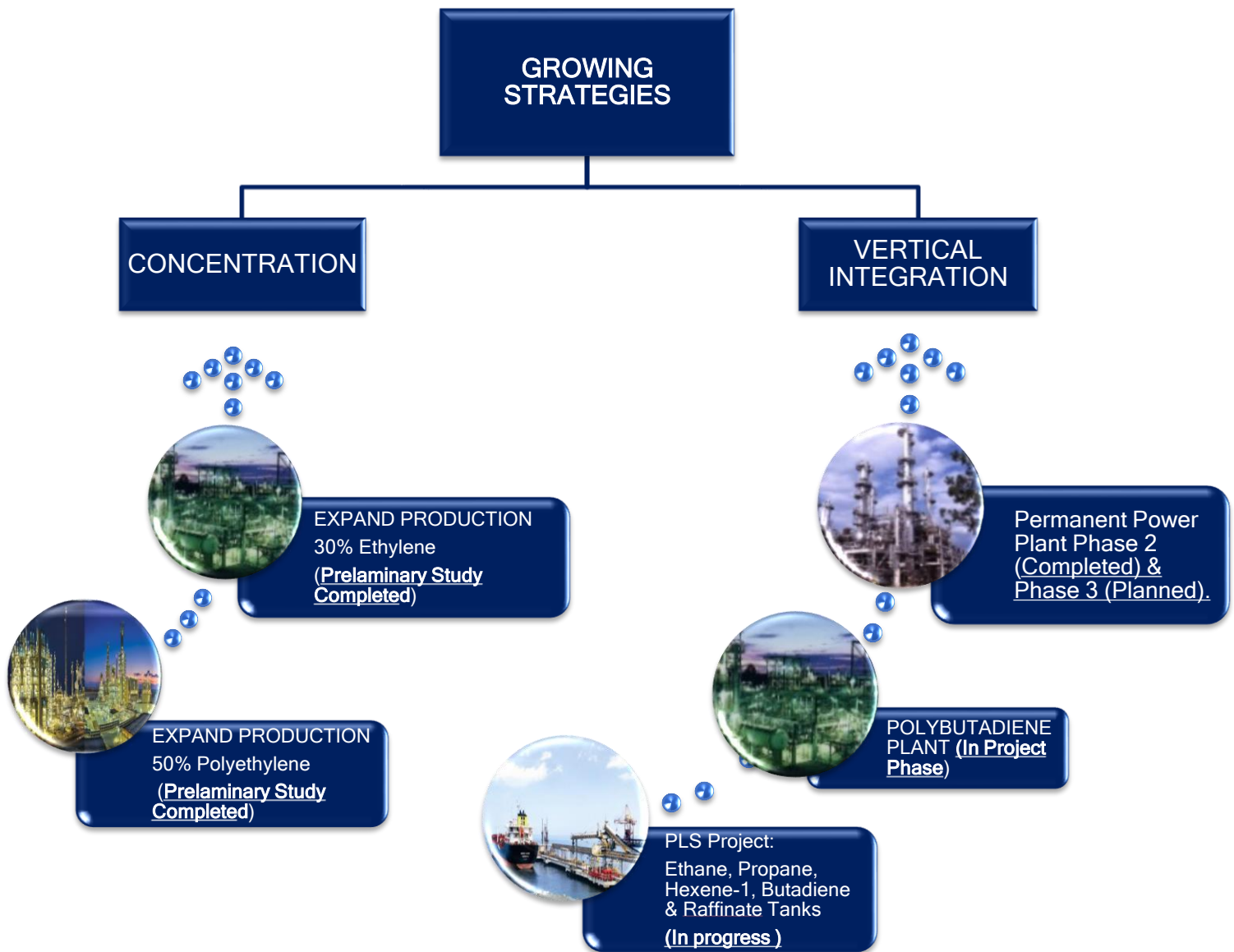
How are our Customers using our products?



From film extrusion to injection molding, the design and the size of the machines may differ quite a lot but it always follow the general principle described above



# Maximizing asset utilization through investment



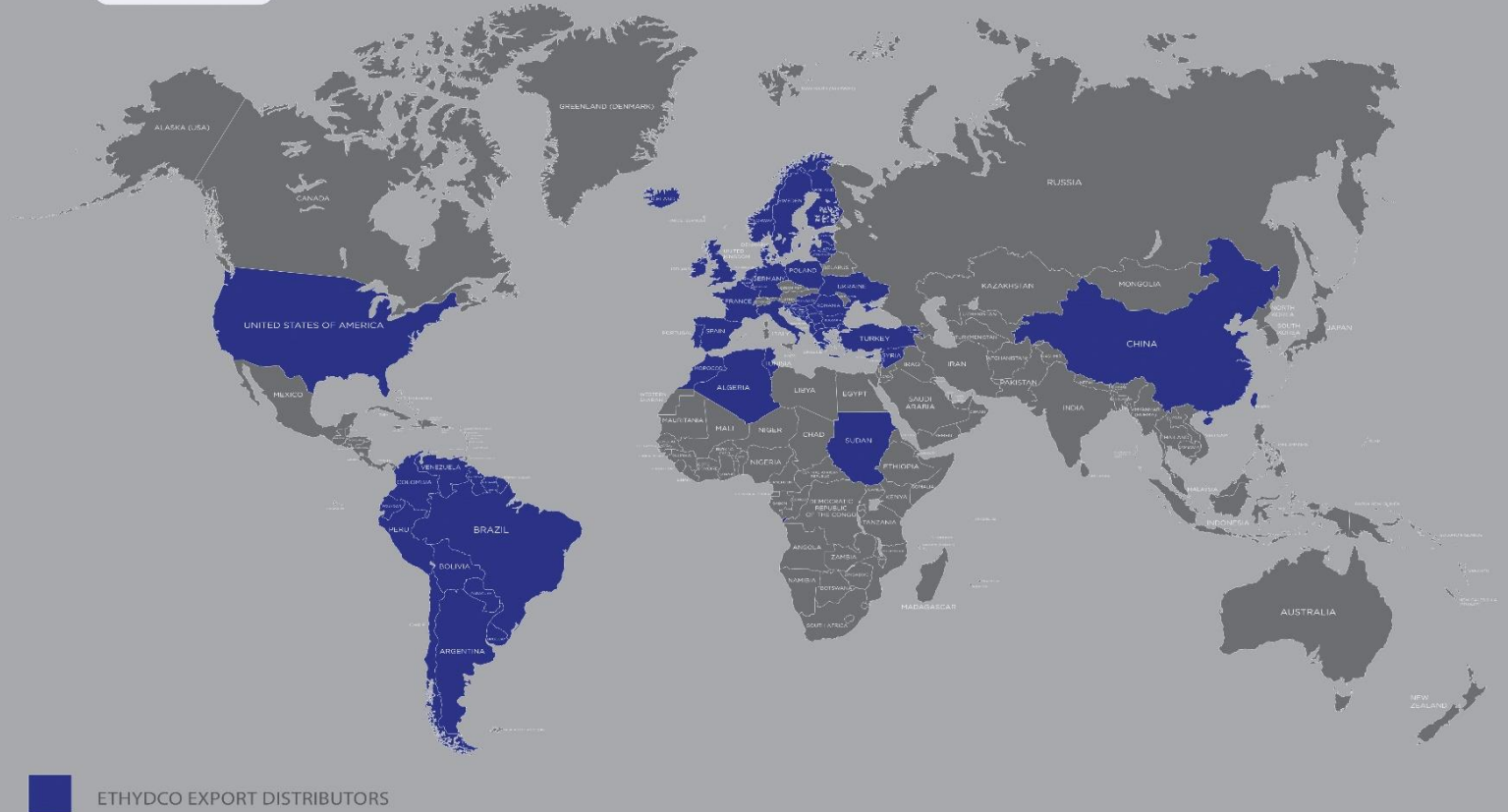
## *ETHYDCO's Strategic goals 2021 - 2026*

1. Implementing the application of process safety management system and principles.
2. Enhance Business integrity.
3. Improve Customer Satisfaction
4. Improve process efficiency & capacity utilization.
5. Achieving the function excellence criteria for core departments.
6. Developing technical capability and leadership competency.
7. Safeguarding Quality, Energy , Health, Safety and the Environment by meeting satisfactory managerial and technical standards.
8. Total compliance to Statutory and regulatory requirements.
9. Contribute to the Egyptian regional energy hub strategy.
10. Maintaining Ethydco sustainable development approach.





# ETHYDCO Worldwide





# ETHYDCO Policy

# POLICY



## ETHYDCO Integrated Policy

**ETHYDCO** an international value creating plastics and rubber products company; is fully committed to carry out all its activities with high quality in sustainable manner by pursuing continual improvement in all aspects of the company activities to achieve and maintain satisfaction for customers, shareholders and all interested parties.

**ETHYDCO** a responsible organization has a fully integrated approach to all applicable management systems, which fit and enhance the company's various activities in all its business processes through active involvement, commitment and accountability of all employees and contractors.

As part of commitment to customer focus, continual improvement and compliance with regulatory, statutory requirements and other requirements, **ETHYDCO** is committed to:

- Conduct business with high quality in a manner that; protect the environment, prevent pollution, maintains healthy safe work environment, prevent accidents and injuries in workplace, saves energy, secures information and treat systems vulnerabilities and prevents all types of losses through the best utilization of resources.
- Conduct business in an honest and ethical manner. Taking a zero-tolerance approach to Bribery and Corruption. And enforcing effective systems to counter bribery.
- Appoint well-qualified personnel and train them continuously to ensure their capability to carry out the work with quality focus that aligns with the company management systems and achieves its objectives.
- Managing business, bribery, financial, environmental, information security and social risks, obligations, opportunities and their influences on profits, people and planet, supporting any design for conservation of energy, supporting the purchase of energy-efficient products and services and promoting green economy to ensure sustainability.
- Ensuring the availability of information and of necessary resources for interested parties to achieve integrated energy management system objectives and targets.
- Raising employee's awareness about the difference between a major incident and a minor incident, incidents resulting from ignoring Process Safety and the most important incidents related to Process Safety and lessons learned from them and how they are applied.
- Implementation of structured inspection and maintenance programs to regularly test safety critical equipment to ensure the availability and reliability in emergency cases.
- Managing the changes to the process/design, procedures or organizational changes through a system to ensure that the risks resulting from these changes are within the ALARP level.

Policy and objectives should be regularly reviewed to ensure ongoing suitability and ensure that they are adequate to customers, shareholders and all interested parties.

## الشركة المصرية لإنتاج الإيثيلين ومشتقاته The Egyptian Ethylene & Derivatives Co.

## سياسة إيثيدكو المتكاملة

إيثيدكو كقيمة عالمية في مجال إنتاج خامات البلاستيك والمطاط، تلتزم تماماً بتفويض جميع أنشطتها بجودة عالية وبطريقة مستدامة من خلال متابعة التحسين المستمر في جميع جوانب أنشطة الشركة وذلك لتحقيق والمحافظة على إرضاء العملاء والمساهمين وجميع الأطراف المعنية.

إيثيدكو كمنظمة مسئولة لديها نهج متكامل لجميع نظم الإدارة العالمية المعمول بها، والتي تناسب وتعمد أنشطة الشركة المختلفة في جميع العمليات الإنتاجية وذلك من خلال المشاركة الفعالة والالتزام والمتابعة من جميع الموظفين والمقاولين.

وكجزء من الالتزام بالتركيز على العملاء والتحسين المستمر والالتزام بالمتطلبات القانونية والتنظيمية وأي متطلبات أخرى؛  
إيثيدكو تلتزم بما يلي:

- تنفيذ جميع الأعمال بجودة عالية واستخدام أفضل للموارد بما يحقق: حماية البيئة، منع التلوث، الحفاظ على بيئة العمل صحية آمنة، منع الحوادث والإصابات في أماكن العمل، ترشيد الطاقة، حفظ المعلومات ومعالجة نقاط الضعف بالأنظمة لجذب جميع أنواع الضائقة.
- تنفيذ جميع الأعمال بنزاهة وأخلاقية. اتخاذ نهج عدم التسامح مع الرشوة والفساد. وفرض أنظمة فعالة لمواجهة الرشوة.
- اختيار العاملين المؤهلين بشكل جيد واستمرار تدريبهم لضمان قدرتهم على تنفيذ العمل بجودة عالية تتواءم مع النظم الإدارية بالشركة وتحقيق أهدافها.
- إدارة مخاطر الأصول والرشوة والمخاطر المالية والبيئة والاجتماعية والالتزامات والفرص وتأثيراتها على الأرباح، والأفراد والمجتمع ودعم التصميمات التي تؤدي للحفاظ على الطاقة ودعم شراء المنتجات أو الخدمات ذات الكفاءة في استخدام الطاقة وتشجيع العمل بمبدأ الاقتصاد الأخضر لضمان الاستدامة.
- إتاحة المعلومات والموارد اللازمة للجهات ذات الصلة لتحقيق أهداف المنظمة المتكاملة لإدارة الطاقة.
- توعية العاملين بالفارق بين الحادث الجسيم والحادث الغير جسيم والحوادث الناتجة عن تجاهل سلامة العمليات وأهم الحوادث المتعلقة بسلامة العمليات والدروس المستفادة منها وكيفية تطبيقها.
- تنفيذ برامج منظمة للفحص والصيانة والاختبارات الدورية للمعدات الحرجة للتأكد من استجابتها في حالات الطوارئ.
- إدارة التغيير لعمليات التشغيل (التصميم)، والإجراءات والهيكل التنظيمي للتأكد من أن المخاطر الناجمة عن هذه التغييرات لا تزال داخل الحدود المقبولة.

السياسة والأهداف يتم مراجعتها بانتظام لضمان المواءمة الدائمة وضمان التوافق مع العملاء والمساهمين وجميع الأطراف المعنية.

  
Chairman & CEO  
Eng. Mohamed Abdelmoneim

تحريراً في: 2022 / 05 / 25





# ETHYDCO code of Ethics



## ETHYDCO Code of Ethics

الشركة المصرية لإنتاج الإيثيلين ومشتقاته  
The Egyptian Ethylene & Derivatives Co.

## الميثاق الأخلاقي لإيثيدكو

In recognition of our position as a global company committed to be a responsible member of the community and in contribution to the achievement of a strong community, we will adhere to the following principles while performing work activities in accordance with the company believes with respect to loyalty and creativity:

اعترافاً منا بمكانتنا كشركة عالمية نلتزم بكونها عضواً مسؤولاً في المجتمع وبإسهامها في تحقيق مجتمع قوي، سوف نلتزم بالمبادئ التالية أثناء تنفيذ أنشطة العمل بما يتفق مع عقيدة الشركة فيما يتعلق بالإخلاص والإبداع:

- Applying fair and management strategies in accordance with accountability and transparency standards and by adopting and applying ethical and human rights standards while respecting the concerned interested parties the rule of laws and international norms.
- Contribute to global development and international understanding, through the implementation of the activities in a manner that respects the cultures and customs of other countries.
- Work to prevent corruption in all its forms, including extortion and bribery and determine the consequences of not complying with anti-bribery policy. Facilitating the inspection and auditing activities and decisions affecting the community, environment and economy.
- Safeguard and secure all information assets and personal information at all levels related to all interested parties, as well as the protection of any personal or confidential information provided to us from our customers, employees and business partners.
- Commitment of fair and free competition in full compliance with the laws and regulations as we are committed to deal in a fair manner with our business partners.
- Respect human rights and do not engage in any racist or human rights violations in any of our business activities.
- Seek to set up a sound working conditions, respect the rights of all employees, as we seek to maintain a safe and comfortable working environment and working to improve it.
- Seek to develop a work environment which values the individual differences of our employees so that they can apply their skills, abilities and report any system violation; working hard on the development of human resources effectively to maintain the organization values.

- تطبيق الإدارة التزيهية بمعايير القابلية للمساءلة والشفافية ونابسي وتطبيق معايير السلوك الأخلاقي وحقوق الإنسان مع احترام صلاحيات الأطراف المعنية وسيدة القانون والأعراف الدولية.
- المساهمة في التنمية العالمية والتفاهم الدولي، عن طريق تنفيذ أنشطة العمل بطريقة تحترم ثقافات وعادات البلدان الأخرى.
- العمل على منع الفساد بكل أشكاله، بما في ذلك الابتزاز والرشوة وتحدد عواقب عدم التوافق مع سياسة الشركة لمكافحة الرشوة. تسهيل أعمال الفحص والتفتيش للنشطة والقرارات المؤثرة على المجتمع والبيئة والاقتصاد.
- حماية وتأمين أصول المعلومات و المعلومات الشخصية على كافة تصنيفاتها و المرتبطة بجميع الأطراف المعنية.
- نلتعهد بالتقاضي التزيه والحر مع الالتزام التام بالقوانين واللوائح المعمول بها كما نلتعهد بالتعامل بأسلوب تزيه مع شركتنا في العمل.
- احترام حقوق الإنسان الأساسية وعدم الاشتراك في أي أعمال عنصرية أو انتهاكات لحقوق الإنسان في أي من أنشطة أعمالنا.
- نسعى لإعداد ظروف عمل سليمة، تحترم حقوق كل موظف، كما نسعى إلى الحفاظ على بيئة عمل آمنة ومريحة ونعمل على تحسينها.
- نسعى لتشجيع وجود مناخ يتم فيه تقدير الاختلاف وفرعية موظفينا، بحيث يمكنهم عرض كامل لمهاراتهم وقدراتهم و كذلك الإبلاغ عن أي حيود في أي من الأنظمة المتبعة ومتبعين جادين على تطوير الموارد البشرية بصورة فعالة تضمن تحقيق قيم المؤسسة.

Eng. Mohamed Abdelmoneim

تحريراً في: 2022 / 05 / 25





# ETHYDCO Conflict of interest



## ETHYDCO Conflict of interest policy

ETHYDCO is committed to being honest, fair, transparent, and observing ethical values in dealings with all parties, both internal and external, from the business community, shareholders, customers, suppliers, competitors, and government and regulatory agencies.

ETHYDCO aims to increase the effectiveness of internal control, prevent conflicts of interest, and organize potential conflicts of interest for members of the Board of Directors, senior executives, and interested parties, in accordance with corporate governance rules, regulations, and policies governing the company's work.

This policy is NOT indispensable to the laws and regulations related to the domestic and international laws issued by the regulatory authorities. Therefore, ETHYDCO is committed to the following:

- Do NOT use the position to achieve private interests while carrying out activities and obligations in accordance with the company's regulations independently, fairly and impartially which does NOT carry a conflict between the company's interests and personal interests.
- Do NOT misuse the company's resources and properties, including disclosing information and data, and refraining from exploiting direct or indirect relationships or opportunities offered to achieve personal interests or for others.
- The direct or indirect relations of the members of the Board of Directors and the parties concerned in the business, contracts and activities to which the company is a party are NOT permissible (except with a special permit from the ordinary general assembly of the company) and are NOT allowed to vote on the company's decisions regarding those activities, contracts or works.
- Members of the Board of Directors and the parties directly concerned are NOT allowed to perform any work that would compete with the company's activity or be directors or members of boards of directors in companies that compete with the company or engage in the same activity (except with a special permit from the ordinary general assembly of the company).

This policy complements the company policies and regulations, the requirements of governance, regulations and laws in force in the Arab Republic of Egypt, which govern conflicts of interests and the provisions of this policy apply to all parties concerned.

## الشركة المصرية لإنتاج الإيثيلين ومشتقاته The Egyptian Ethylene & Derivatives Co.

### سياسة تضارب المصالح لإيثيدكو

لتتزم إيثيدكو بالتخلي بالأمانة والنزاهة والشفافية ومراعاة القيم الأخلاقية في تعاملاتها مع كافة الأطراف سواء الداخلية أو الخارجية من مجتمع أعمال ومساهمين وعملاء وموردين ومنافسين والجهات الحكومية والرقابية.

تهدف إيثيدكو إلى زيادة فعالية الرقابة الداخلية ومنع حالات تضارب المصالح وتنظيم تعارض المصالح المحتملة لأعضاء مجلس الإدارة وكبار التنفيذيين والأطراف المعنية وذلك وفق ضوابط وقواعد حوكمة الشركات والوائح والسياسات المنظمة لعمل الشركة.

لا تعني هذه السياسة عن الانظمة والوائح ذات الصلة بالقوانين المحلية والدولية الصادرة عن الجهات الرقابية، لذلك لتتزم إيثيدكو بالآتي:

- عدم استغلال المنصب لتحقيق مصالح خاصة مع القيام بالأنشطة والالتزامات طبقاً لأنظمة الشركة بشكل مستقل ومحيد ونزيهة لا يحمل تعارض بين مصالح الشركة والمصالح الشخصية.
- عدم إساءة استخدام موارد وممتلكات الشركة بما فيها الغشاء المعلومات والبيانات والامتناع عن استغلال العلاقات المباشرة أو الغير مباشرة أو الفرص المعروضة لتحقيق مصالح شخصية أو للغير.
- عدم جواز العلاقات المباشرة أو الغير مباشرة لأعضاء مجلس الإدارة ولأطراف المعنية في الأعمال والعقود والأنشطة التي تكون الشركة طرفاً فيها (إلا بتصريح خاص من الجمعية العامة العادية للشركة) ولا يكون للمعضو صوت في قرارات الشركة بخصوص تلك الأنشطة أو العقود أو الأعمال.
- لا يجوز لأعضاء مجلس الإدارة ولأطراف المعنية مباشرة أي عمل من شأنه منافسة نشاط الشركة أو أن يكونوا مديريين أو أعضاء مجالس إدارة بشركات تنافس الشركة أو تزاوّل نفس النشاط (إلا بتصريح خاص من الجمعية العامة العادية للشركة).

هذه السياسة مكملة لسياسات ولوائح الشركة ومتطلبات الحوكمة والانظمة والقوانين المعمول بها بجمهورية مصر العربية والتي تحكم تعارض المصالح وتسري احكام هذه السياسة على كافة الأطراف المعنية.

  
Chairman & CEO  
Eng. Mohamed Abdelmoneim

تحريراً في: 25 / 05 / 2022



# Integrated Management System

**ISO 9001:2015**  
**Quality management**  
**system**

ISO 14001:2015  
Environmental management  
system

Integrated  
Management  
Systems

ISO 45001:2018  
Occupational Health and Safety  
Management System

ISO 37001:2016  
Anti-bribery management  
systems

ISO 17025:2017  
Competence of testing and calibration  
laboratories

ISO 50001:2018  
Energy management system





## REACH

ADVANCENE polyethylene products comply with article 8 of regulation ( EC ) NO.1907/2006 ( REACH)

## Food contact Approval

ADVANCENE polyethylene products have food contact plastic Certificate of conformity with the Requirements of :



- USA FDA Code of Federal regulations (CFR21) Section 177-1520(Olefin polymers )
- EU Regulation 10/2011, as amended by EU Regulations 321/2011, 1282/2011, 1183/2012, 202/2014, 174/2015, 1416/2016 , 752/2017 , 79/2018 , 213/2018 , 831/2018 , 37/2019, 2019/1338 and 1245/2020

## Pipe Pressure Tests (EE-3916-AAH)

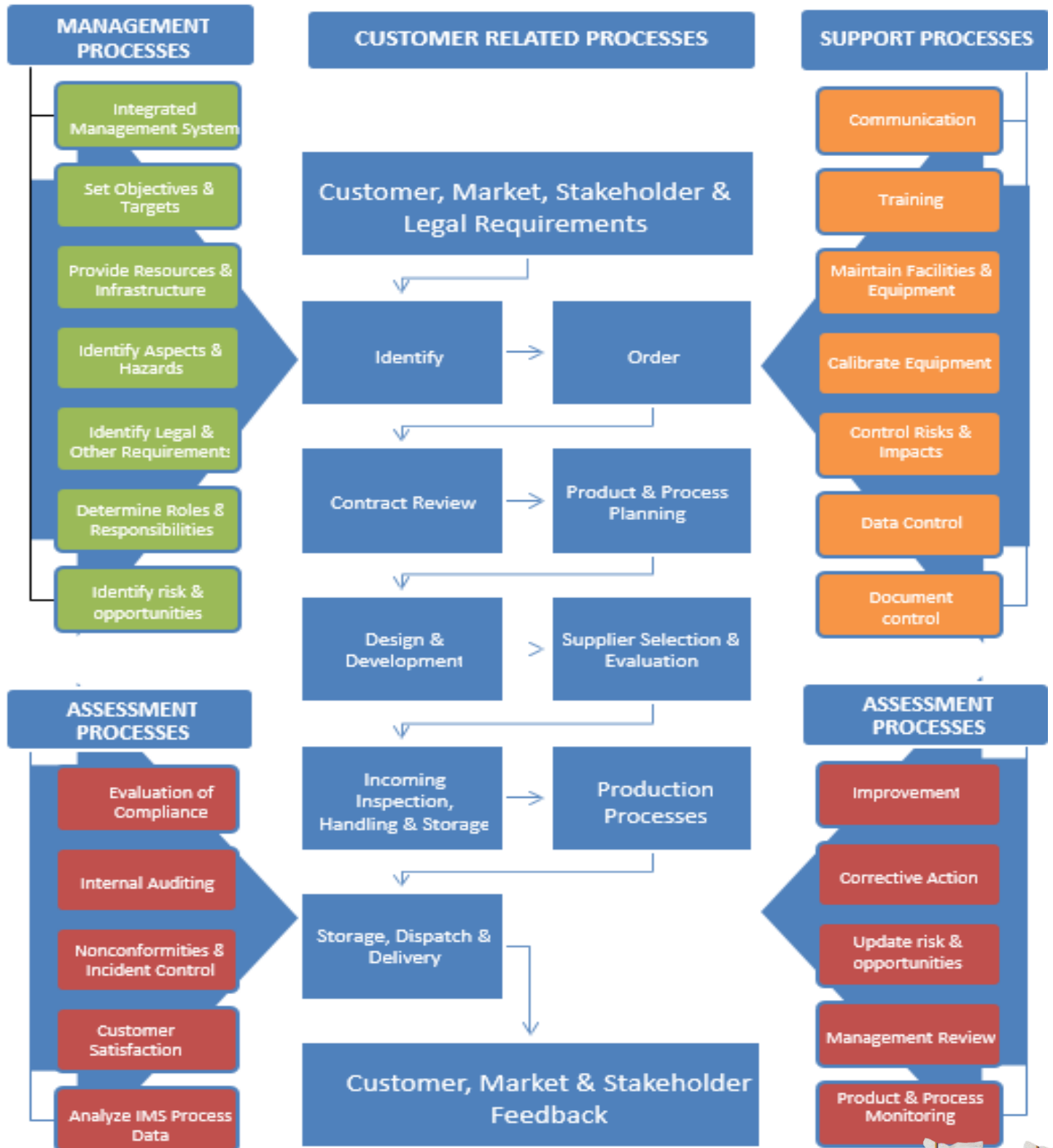


- EE-3916-AAH can be designated as **PE-80** according to ISO9080 MRS classification(minimum required strength ) and according to ISO 12162 .





# IMS Processes Flow Interaction



## ETHYDCO Approach to Operational Excellence



Because we believe that excellence among all is best for all, ETHYDCO operational excellence (OE) approach is a systematic and collaborative approach that works on the integration between the total quality management systems, performing processes and human behaviors` to enable safe, reliable and efficient operations. It provides the tools to identify and turn opportunities into realized improvements.

The approach recognizes the operational and business challenges inherent in our global business. OE`s methodology is aimed at striking the optimal balance between the

discipline gained from structured global processes and the quick decision making and personal ownership derived from an experienced-based organization.

To achieve Operational Excellence, we combine the best management systems, globally recognized technologies, Six Sigma methodology, Lean Manufacturing, and a proven culture-change model to provide integrated solutions.

OE establishes a common language and approach that drives consistency in performance across the whole organization, as we believe that ***"If the interaction between people, process and systems is right, the results will take care of themselves."***



# Sustainability

ETHYDCO's sustainability approach collaborates business goals with our economic, social and environmental capabilities by having a glance on the future and on the expected challenges, ETHYDCO will continue erecting an organization that sustains its growth and assures the improvement of its people. To reinforce our support of the surrounding community, we seek to confirm that our social responsibility is emphasizing positively to the shareholders' requirements matched with our competencies and calibers.



This collaboration is the driving growth for our operations, our customers and our people. This is essential to our success

We consider Sustainability is the fundamental of our business practices and represents a vital aspect in accomplishing development and success, assure consistence with developing market criteria and desires



## ETHYDCO Governance



ETHYDCO put a framework of rules (Regulations) & practices to ensure accountability, fairness, and transparency in all the company's relationship with it's stakeholders. ETHYDCO Governance framework consists of:-

- Explicit and implicit policies between the company and the stakeholders for distribution of responsibilities, rights, and rewards.
- Policy for reconciling the sometimes-conflicting interests of stakeholders in accordance with their duties, privileges and roles.
- Procedures for proper supervision, control and information-flows to serve the company interests.

## Corporate Social Responsibility

Because we believe we can do it different and are certain that our dedication to the process will have a positive and consistent impact on the local community. we believe that being a responsible organization means being a responsive member of the many communities in which we operate that's why ETHYDCO keen a lot to participate in serving our local community especially the surrounding area.

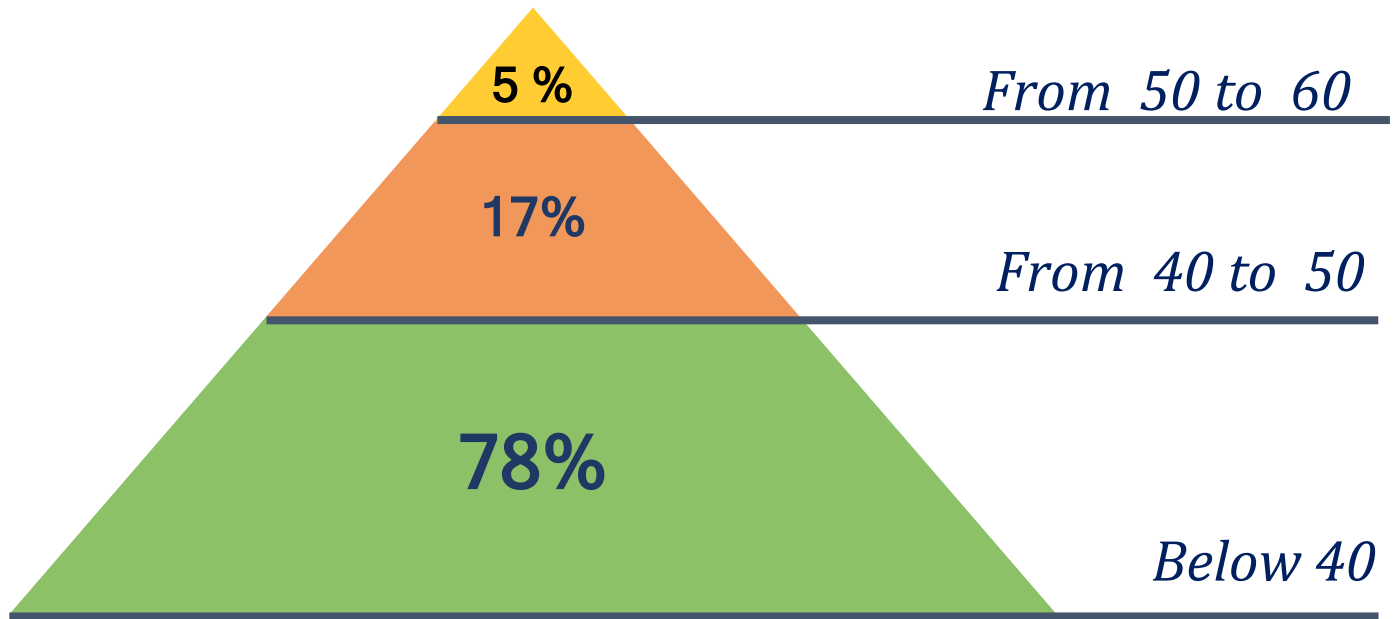


## ETHYDCO total sales 2021

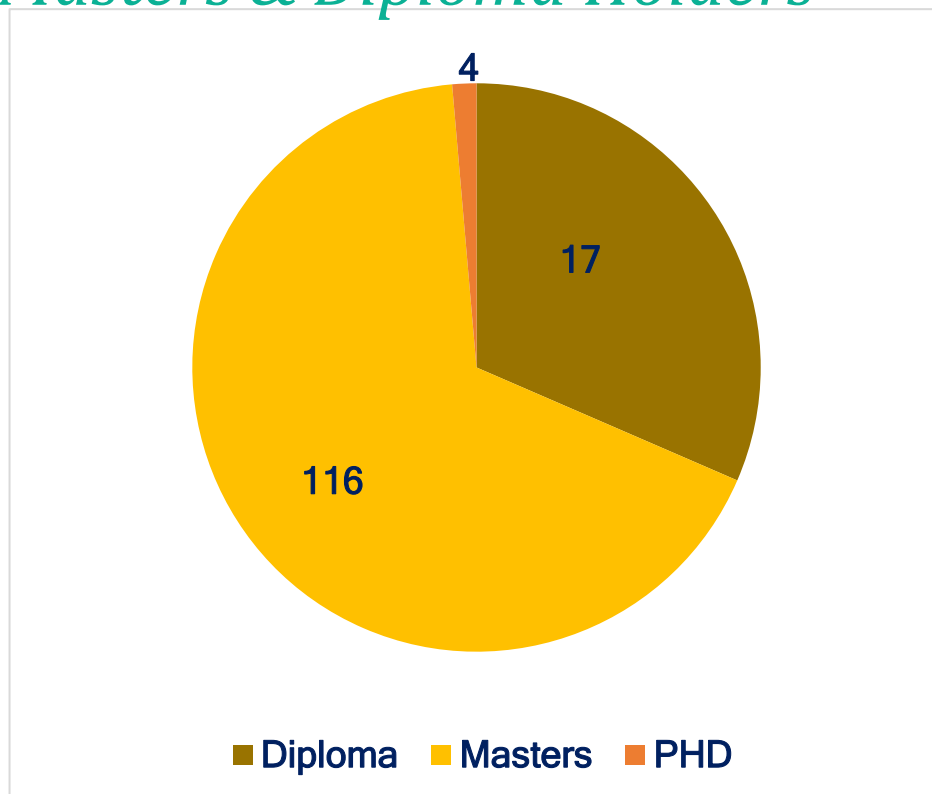


## ETHYDCO Human Capital

### *ETHYDCO 's Age Pyramid*



### *PHD, Masters & Diploma Holders*

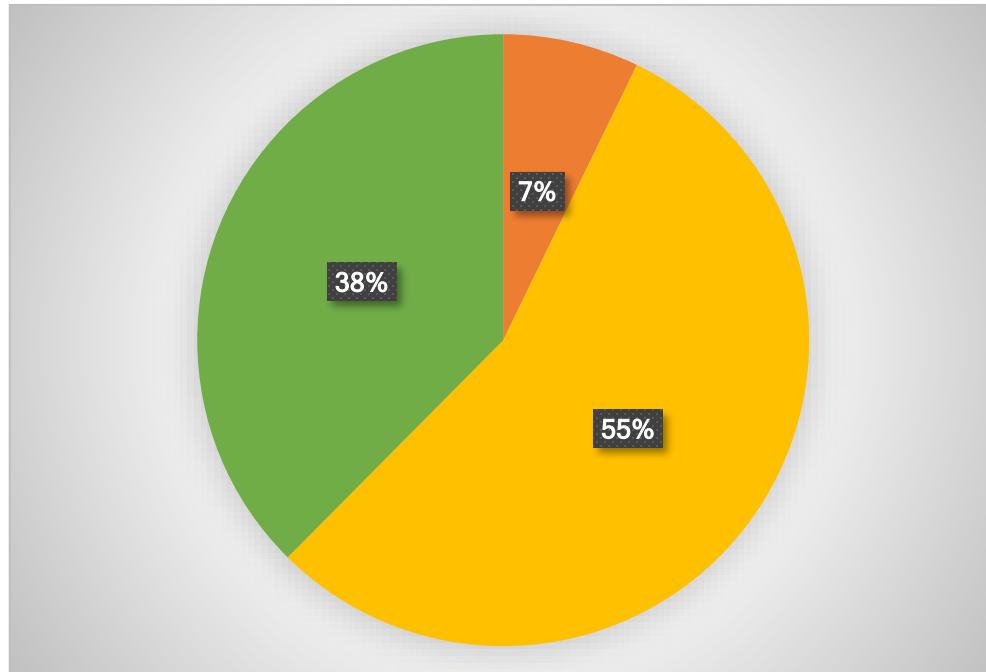


■ Diploma ■ Masters ■ PHD





## Experience



- From 0 – 5 years
- From 5 – 10 years
- More than 10 years



## UNGC Principles

### Human Rights

- **Principle 1:** Business should support and respect the protection of internationally proclaimed human rights
- **Principle 2:** make sure that they are not complicit in human rights abuse .

- ETHYDCO does not support or participate in any kind of acts violating the human Rights. All ETHYDCO employees shall be well treated, fairly appraised and compensated, No form of force is conducted to employees, there is no undertaking written by the employees for employment discrimination, as there are contracts with them, every employee shall be qualified and have health care insurance.
- ETHYDCO provides healthy and safe working conditions
- Most of human Rights issues are fully considered and fully respected at ETHYDCO
- No employee is subjected to harassment, physical or mental punishment or any other form of abuse.
- We are committed to respect human Rights in both our workplace and our surrounding area.
- ETHYDCO's internal regulations are free from any penalties to apply for the employee while expressing their opinions.
- ETHYDCO tracking the Declaration on the Elimination of all forms of Intolerance and of Discrimination based on Religion or Belief (25 November 1981) and the convention on the Rights of Persons with Disabilities (13 December 2006).
- The professional periodic examination of employees over 50 years old was carried out in October 2020 (through the Medical Affairs Dept. in the company).
- Eliminating the risks of the spread of the Covid-19 virus through the following:
  - o Awareness of the dangers of the emerging Covid-19 virus.
  - o In addition to providing all preventive services, masks and alcohol.
  - o Taking precautionary measures by measuring the temperature when workers and visitors enter the company on a date from the beginning of March 2020 (through the Medical Affairs Dept. in the company).





- o Following the directions of the Ministry of Health and the Ministry of Petroleum to reduce the employees' numbers within the company.
- o Following the directions of the Ministry of Petroleum regarding the possibility of women who have children less than 12 years old to attend the workplace while preserving their benefits and salaries.

## ETHYDCO good manage with COVID 19

- Health awareness about the Corona virus by publishing explanatory films on the company's websites, e-mail and publications in departments and sites throughout the year for company employees.



- Organizing campaigns for vaccination against the emerging corona virus inside and outside the company.
- Vaccination of workers and their families with seasonal influenza vaccine.
- Blood donation campaign within the company.



- Participation in the medical service for the surrounding community .



- Periodic medical examination for diseases of workers such as exposure to noise and chemicals.



- Periodic medical examination for workers over the age of 40 for early detection of diseases.





## LABOR

- **Principle 3:** Business should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- **Principle 4 :**The elimination of all forms of forced and compulsory labor .
- **Principle 5 :**The effective abolition of child labor.
- **Principle 6 :**The elimination of discrimination in respect of employment and occupation.

- **All ETHYDCO's** employees are free to discuss with their will as hiring and firing are based on Egyptian labor Law.
- No Child is hired and minimum age for hiring is 18 years old.
- Equal opportunities are given to everyone when hiring for a new position or a vacant one, the only thing that counts are the qualifications that are required by and for the job itself.
- **ETHYDCO** tracking the declaration on the Elimination of Violence against woman (20 December 1993) and the convention on the Elimination of all Forms of Discrimination against woman: Optional Protocol (6 October 1999).
- **ETHYDCO** assigned both labor and women representatives in order to receive any inquires or complaints from the employees without any blame taking impartiality into consideration.
- **ETHYDCO** has a box for all employees inquires and complaints where any employee can use it without mentioning his/her name.
- **78 %** of the employees are less than 40 years old and 17% aged from 40 to 50, and only 5% of the employees are aged from 50 to 60 years old .





## ENVIRONMENT

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

- **ETHYDCO** tracking the Environmental perspective to the year 2000 and beyond (11 December 1987).
- **ETHYDCO** attended the community participation session to assess the environmental impact of the project.
- **ETHYDCO** provides the latest technology regarding the industrial wastewater treatment and reuse it, which will save enormous quantity of water consumption making ETHYDCO the first company in the Middle East to apply this developed, **(Zero Liquid discharge)**.
- **ETHYDCO's** policy is consistent with the Egyptian environmental law in order to maintain the public health, accordingly, the company controls the quality of the air emissions and the wastewater, Moreover the company has a plan to manage the wastes and the dangerous emissions.



ADVANCENE  
BY ADVANCED PE TECHNOLOGY



## Anti-corruption

• **Principle 10:** Business should work against corruption in all its forms , including extortion and bribery

• **ETHYDCO** is applying for the United Nations Declaration against Corruption and Bribery in International Commercial Transactions (16 December 1996) and, the United Nations Convention against Corruption (31 October 2003).

• **ETHYDCO** has implemented its Anti-bribery Management System with accordance to ISO 37001:2016 requirements and has been certified in January 2020.



## ETHYDCO Protocols :

Cooperation protocols between ETHYDCO and universities with the supervision of TQMS department & Training Department .

- Cooperation protocol with the faculty of engineering Alexandria University.
- Cooperation Protocol with Pharos University in Alexandria.
- Cooperation protocol with the Faculty of Science, Alexandria University.
- Cooperation Protocol with the Arab Academy for Science, Technology and Maritime Transport.
- Cooperation protocol with Egypt Japan University Of Science & Technology



## ETHYDCO and Society

- Establishment a handicraft workshop that serves the surrounding villages
- Developing youth centers that serve the surrounding villages
- Raising the infrastructure efficiency of some public schools in the region

## Education

- Supporting students by paying educational expenses for their families
- Supporting schools and providing them with the requirements of the educational process





## *ETHYDCO Society involvement :*

A total of 172 students from Egyptian universities and colleges were trained over the course of a month in four groups. The training was conducted in all technical departments and some administrative departments according to the specialization and study of the students.



### "Visit to the Faculty of Science - Alexandria University"

22 from the Faculty of Science - Alexandria University were trained through the cooperation protocol between the company and the university, and they were trained for one day through the General Administration of Occupational Safety and Health



## Health

- Supporting university hospitals in Alexandria
- Supporting government hospitals with the shortage required equipment
- Italian Military Hospital buy microscopes
- Ras El-Tin General Hospital (replacing and renovating a complete floor for infants)
- Children's Cancer Hospital in Alexandria to establish a complete floor with the name of Ethydco

## Social activity

- Contributing in many social activities one of them is on the Orphan's Day

