

COMMUNICATION ON PROGRESS (COP)2022-2023

I am pleased to confirm that AlBoustania For Agricultural Development Co- Blue Nile support of the Ten Principles of the United Nations Global Compact in the areas of

“Human Rights, Labour, Environment and Anti-Corruption”.

In this our third annual Communication on Progress, we describe our actions to integrate the Global Compact and its principles into our business strategy, culture and daily operations. We are also committed to sharing this information with our stakeholders using our primary channels of communication.”

Yours sincerely, Hisham Elmeleigy Managing Director **AlBoustania For Agricultural Development Co-Blue Nile, Cairo, Egypt.**

Human Rights

Actions your company has taken in the area of human rights.

- Blue Nile has updated its Human rights policy and risk assessment according to the UN guidelines and communicated with the company staff.
- 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
- Take measures to eliminate ingredients, designs, defects or side-effects that could harm or threaten human life and health during manufacturing, usage or disposal of products
- Devolving an affective grievance mechanism
- Awareness raising or training of employees on Human Rights
- Allocation of responsibilities for the protection of Human Rights within the company

Labour

Actions your company has taken in the area of labour.

- Ensure that the company does not participate in any form of forced or bonded labour
- Comply with minimum wage standards
- Ensure that employment-related decisions are based on relevant and objective criteria
- Updating policies to uphold the freedom of association and collective bargaining and the elimination of forced labour, child labour and employment discrimination
- Clearly states employee rights, responsibilities, compensation and benefits
- Assessment of labour-related risks and handle them accordingly.
- Suggestion box and grievance mechanisms
- Awareness raising or training for employees on labour rights and policies
- updating the health and safety system
- Senior management sponsorship

- External audits provided

Environment:

Actions your company has taken in the area of environment

- Avoid environmental damage via regular maintenance of production processes and environmental protection system (air pollution control, waste, water and production inputs)
- Ensure emergency procedures to prevent and address accidents affecting the environment and human health
- Minimize the use and ensure safe handling and storage of chemical and other dangerous substances
- Identifying short and long goals in the area of environmental protection.
- Provides training of employees on environmental plans
- Environmental management system to identify, monitor and control the company's environmental performance
- Periodic review of results by senior management
- External audits of environmental performance

Anti-Corruption

Actions your company has taken to fight corruption

- Assess the risk of corruption when doing business
- Mention “anti-corruption” and/or “ethical behaviour” in contracts with business partners
- Ensure that internal procedures support the company’s anti-corruption commitment
- Written detailed policy of zero-tolerance for corruption, bribery and extortion
- Reference to the UN Convention Against Corruption and other international instruments
- Protocol to guide staff in situations where they are confronted with extortion or bribery
- Policy requiring business partners and suppliers to adhere to the Global Compact anti-corruption principles Specific goals in the area of anti-corruption for the upcoming year
- Providing anonymous hotline mechanisms and encourage our staff to report any suspicious activities.
- Awareness raising or training of employees about the company's policies regarding anti-corruption and extortion.
- Allocation of responsibilities for anti-corruption within the company
- Participation in and supporting the relevant initiatives such as Integrity Network Initiative in Egypt.
- Providing external and Internal audits to ensure consistency with anti-corruption commitment.
- Periodic review by senior management
- Investigations, legal cases, rulings, fines and other relevant events related to corruption and bribery