

## **Social Responsibility Report**

**Holding Company for Maritime and Inland Transport and**

**Its subsidiaries Law 203 of 1991 for the year 2019/2020**

### **First Axis: Company Profile**

- o The Holding Company for Maritime and Inland Transport, a subsidiary of the Ministry of Public business sector and leading companies in the field of support and development of the Egyptian national economy, in the framework of the general policy of the state as it contributes to (16) subordinate company law (203) for the year 1991.
- o All these companies operate in the fields of (maritime transport / container handling / loading and unloading / Storage / Shipping Agencies / Marine Supply / Foreign Trade / land transport of passengers and goods / repair and auto trade).
- o is characterized by these companies it engaged in activities of diverse nature in nature constitute an integral framework, a national leading companies in its field and has the technical expertise and human potential and enabling them to play a pivotal role and key in these activities.
- o excellence certificates obtained by subsidiaries.

<b>Quality Certification</b>	<b>Quality Certification</b>
<b>Certificate SA8000 Social Responsibility (Rights of the Child and human)</b>	<b>Occupational Safety and Health Management System Certification OHSAS-18001</b>
	<b>ISPS Certification International Code for the security of ships and port facilities</b>
<b>The Global Compact of the United Nations in the field of human rights work environment GLOBAL COMPACT.</b>	<b>Quality Management System Certification an environmental ISO 14001</b>
<b>Certificate of product quality ISO</b>	<b>Certification standards for quality ISO 9001</b>

### **Axis II: Human Rights**

• Holding Company and its subsidiaries is committed to applying the principles and rules of human rights on employees from all sides in the light of laws and decisions of labor relations and rules of occupational safety and health to ensure the safety of workers are not used in their labor children, where required, but at least age at the start of the appointment for 18 years and is not the use of forced labor or oppression, where the company does not ask the employees at the start of any appointment deposits or papers that will influence them and the company to book part of the entitlements of employees or benefits or wages to force them to continue to work with.

### **Axis III: Workers' Rights**

concerned with the holding company and its subsidiaries following the protection of employment and health and safety laws in terms of providing all means of safety and the application of the requirements of industrial security, and this is in addition to the accession of all workers to their own trade unions according to their different specialties, and without there being any distinction between disciplines, sex or ages this is in addition to a number of professional associations that join them wishing workers there is also an effective representation of workers in the boards of directors of various companies.

Holding Company and its subsidiaries take into account compliance with the terms and rules of providing a healthy and appropriate action for all working environment, as well as accession to the

Programs of the Ministry for the Health insurance workers in addition to the application of health insurance supplementary to workers and their families system by contracting with private hospitals or specialist doctors.

The Holding Company and its subsidiaries social, cultural, sports and other services for workers and their families are also interested.

The staff also participates in the decision-making process through -  
representatives of the Council of Administration staff

- Committee union workers
  - working in committee's subscription (personnel affairs, grievances .... etc). -
- Provide an integrated health system to take care of workers.
- The allocation of the share of employees in profits.
  - The existence of a general policy / measurement standards / initiatives in the field of health and safety. -
- Encourage workers to do charity work.

#### Axis IV: Environment

companies adhere to basic rules in the implementation of environmental policy in the various work sites and related occupational health and safety and protection of the environment where companies are using environmentally friendly materials and implements a large number of environmental programs annually to reduce the causes and risks posed by the environment and companies use natural resources management system policy manufacturing and waste treatment plants for irregularities and a system for recycling and optimal use of water and electricity and the existence of a system and crisis management plan

As the format of the workshops, garages and its affiliated sites consistent with the civil protection system and the requirements of environmental affairs companies where the companies as follows:

1. Reduce emissions (change floor and remove accumulations) to reduce all pollutants, industrial drainage to the permitted limits for compliance with applicable laws in this area and follow the foundations of Egyptian and international standards so as to reduce or minimize the pollutants that harm the environment.
2. Water supply workshops and the development of sewage lines and industrial work are done in all workshops in accordance with the terms of the environment.
3. Distribution of tools and protective workers.
4. The work of a green belt of trees around the branches to reduce pollution.
5. Calibration of pumps jazz and machine guns periodically to reduce vehicle exhaust.
6. The use of specialized companies to manage waste processing, as well as the optimal use of Water.
7. Development of production methods of using consistent methods with the environment and economically viable so that moving costs and thus prices to decline.
8. Shall not exceed the machinery alarm and loudspeakers limits for the intensity of the sound.
9. Maintain the temperature, humidity and indoor shops in and no increase in the emission of air pollutants from the permitted rate

#### Axis V: product or consumer:

subsidiaries do periodic surveys to measure the satisfaction of consumers about their products where the work group questionnaires to measure customer satisfaction lines and shipping agencies, importers and exporters to know the strengths and weaknesses and work on faded weaknesses and strengths increase. The company's marketing their products through advertisements in newspapers and magazines specialized in maritime transport and national newspapers.

#### **Axis VI: Society**

**Holding Company and its subsidiaries seek to exercise its role in social responsibility to the application of laws and decisions concerning the rights of society and the dissemination system of community values as an investment my community when dealing with the various parties to achieve positive behavior, transparency and disclosure in all areas in which they operate, through serious steps to activate this culture the workers and make them aware of them, are provided donations to support some institutions, charities and some medical centers**

**Companies are also keen to communicate with the surrounding community and a customer with both government agencies or public bodies or private sector or university institutions ... etc. to provide the necessary assistance required in accordance with the possibilities available.**

**The companies contributing to the instant in the face of events and the costs of disasters that have occurred and provide the necessary investment for the development and community development such as infrastructure and participation in society in general initiatives and their contribution and contributions to the work of the good.**