

Corporate Social Responsibility Report for Holding Company for Maritime and Land Transport From 1/7/2009 to 30/9/2009

The first axis: Company Profile

Article no: 1/1

Article:

Chairman of the board is committed to maintaining the highest standards of social responsibility in the company's business activities.

Comment: Adoption attached.

1/2: Company Register

Activities, products, work aspects, company's nature and legal framework, radical changes happened at the period of signing the adoption and certificates of excellence obtained by the company.

Comment: company's nature and legal framework

Subject to act II of law 203/1991 stating public sector enterprises law, the

Holding Company for Maritime Transport (an Egyptian joint-stock holding company) replaced the Public Sector Authority for Maritime Transport established by the presidential decree no. 431/1983, And upon the prime minister resolution no 1499/2000 the Holding Company for Maritime Transport and the Holding Company for Land Transport were merged.

Company profile

The company plays a significant role in developing the national economy following the general policy of the country .this is achieved through its activities together with the activities performed by its subsidiaries. The company mainly invests its capital solely, via its subsidiaries, and jointly with any other entity inside or outside Egypt, performing all specific, varying, and integral activities in all necessary fields in which the company is entitled to perform.

- Establishing subsidiaries and other corporate solely or jointly with other holding companies or any other public or private persons or individuals.
- Buying and selling shares in joint stock companies, and sharing in their

capital.

- Issuing and managing the company's financial portfolio including stocks, securities account, bonds, financial assets, and any other items of value.
- Conducting any and all necessary actions that the company might need to achieve its purposes.
- Expanding the ownership of its subsidiaries to obtain the fund dedicated to restructuring and reforming the companies.
- Supporting subsidiaries to raise the standard of their production and improve their performance level to insure their presence in the global market.

The second axis: Human Rights

1/2: company policy or code of conduct for human rights such as: child labor, force labor

Comment: the company is committed to the decisions and laws which regulates work issued by the state. It does not use child labor or force labor.

2/2: does the company signed the convention on the "Global Compact"

Comment: the company is not a signatory to the convention on the "Global Compact"

The third axis: Staff Standards

1/3: providing training programs to develop the staff skills.

Comment: developing the company and its subsidiaries staff skills through participating in training programs carried out at accredited training centers (Arab Academy for Science, Technology and Maritime Transport- port Training Institute- Arabian Business Management Association), this is done through the implementation of the annual training plan approved by the board of directors, so as the implementation of some emergency non-planned programs, seminars, conferences, lectures and graduate studies (diploma/ master). The following table shows the number of training programs that have been provided to the staff during the above-mentioned period and their cost.

Company name: Holding Company for Maritime and Land Transport (Head office and Cairo branch)

Number of programs: 26

Number of trainees: 145

Cost: 12350

2/3: participating in decision making process.

Comment: staff participation in decision making process is done through

different committees (human resource committee- tenders and auctions committees- settling and deciding committees) as well as discussing the feasibility studies for implementing any investment project carried out by the subsidiaries.

3/3: providing non-financial advantages (such as: insurance- housing facilities- social activities)

Comment: the company provides social, cultural, sports and recreation activities as well as winter, summer and religious tours subsidized from the social committee.

4/3: providing an integral healthcare system for the staff and their families.

Comment: staff is subjected to the health insurance system according to the health insurance law no 79 of 1975, and its amendments.

- A regular medical check on staff needed for certain jobs according to the occupational health and safety requirements (using computers).
- providing healthcare for the staff and their families through the health committee emanating from the sports committee of the Holding Company funded by members contributions and subscriptions besides the share of sports activity from the company's profits than what is provided by the government health insurance system.

5/3: providing rules and systems in case of staff dismissal.

Comment: optional early retirement was applied on insolvent subsidiaries or companies with administrative and financial restructure amounts of Compensation given to the staff could be invested in any aspect which represents an additional value to the society.

5/3: providing the staff with a proportion of the company's annual profits.

Comment: staff holds a share of the profit distributed and determined by the General Assembly of the Holding Company for at least 10%.

7/3: the existence of general policy, measurement standards and initiatives in the field of health and safety in consistence with OHSAS
No comment

8/3: equality in job opportunities (men- women- handicapped)

Comment: the existence of equal job opportunities for everybody to join the company according to determined legal rules.

9/3: applying SA standards.

No comment

10/3: encouraging staff to do voluntary charity activities.

Comment: the staff is encouraged to do voluntary charity activities each to his/her will.

The forth axis: Environment

1/4: environmental protection policy

No comment

2/4: measuring the company rates of pollution and the risks resulting from it in the environment.

No comment

3/4: using natural resources/ manufacturing waste management system/ does the company have a recycling system and an optimum use of water.

No comment

4/4: applying the ISO 14001 rules concerning environment practices.

No comment

5/4: environmental protection system (forestation)

No comment

6/4: the existence of a system or plan for crisis management.

Comment: the existence of a crisis management committee which coordinates with the company subsidiaries committees in time of crises.

The fifth axis: product/ customer

1/5: the company's periodical surveys to measure the customers' satisfaction towards its products.

No comment

2/5: a system for collecting and analyzing all customers' opinions and comments towards the company products.

No comment

3/5: the ISO 9000 Sigma system.

No comment

4/5: the company's marketing of their products ethically.

No comment

The sixth axis: community

1/6: A general policy of community investment.

Comment: this is done through the services provided by the subsidiaries regarding social dimension and services provided to the society.

1/6: participating in an educational initiative or the initiative to raise awareness in society in general.

No comment

3/6: participating in community development initiatives jointly with the private sector.

No comment

4/6: the company's size of contributions and donations in charitable initiatives (health, education...)

Comment: the approval of funding contributions by the Holding Company in the budgets of some bodies besides supporting other entities responsible for charitable activities as well as those working in the field of maritime transport.

This year granted amount is 250, 000 EP, 85,000 EP has been paid during

the period from 1/7/2009 to 30/9/2009.

5/6: the company's disclosure of all the above is in its website and the annual report submitted to the General Assembly.

Comment: the disclosure of all the above is in the annual report submitted to the General Assembly as well as the Holding Company website www.hcmit.gov.eg which consists of the subsidiaries profile, links between them and the Holding Company clarified on the abovementioned articles.

The seventh axis: summary of financial contributions

About the activity	Number of beneficiaries	Value (EP)	Date	scheme next year
Community	-----	-----	From 2009/7/1 To 2009/9/30	
Direct donations	Budget of the performance development unit of production units	75000.00		
Corporeal contributions				
Medical donations				
Education/ health				
Other donations (please mention)	Alexandria Charitable Assembly	5000.00		
	Social Care Assembly	5000.00		
Total		85000.00		

**Corporate Social Responsibility Report for
Holding Company for Maritime and Land Transport
For the second quarter ended 31/12/2009**

Changes that have occurred during the second quarter ended 31/12/2009.

The third axis: staff standards

1/3: providing training programs to develop the staff skills.

Number of programs: 56

Number of trainees: 294

Cost: 89785

The Seventh axis: summary of financial contributions

About the activity	Number of beneficiaries	Value (EP)	Date
Community			
	the costs of the legal affairs committee - Holdipharma	5000	
Direct donations	Arab Association for the Development of Maritime Trade	8000	From 2009/10/1 To 2009/12/31
	Arab Institution of Navigation	5000	
	Association of Navy Family Care	10000	
	Banat Alnoor Care and Community Development Association	5000	
	Arab Federation of Chambers of Shipping	8000	
	Port Training Institute budget	125000	
Total		166000	

Changes that have occurred during the third quarter ended 31/3/2010.

The third axis: staff standards

1/3: providing training programs to develop the staff skills.

No. of programs	no. of trainees	cost (Ep)
50	160	76760

Changes that have occurred during the Last quarter ended 30/6/2010

- Training activity 55
- The number of programs 241
- Cost 68262 L.E