



2019

Corporate Citizenship Policy

CORPORATE CITIZENSHIP POLICY | REVIEWED ON FEBRUARY 2019

APPROVED BY: BOARD OF DIRECTORS

RAYA HOLDING FOR FINANCIAL INVESTMENTS



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Raya Holding for financial Investments aims to be known for being a responsible corporate citizen. We do everything we can to operate in a manner that is sustainable: economically, socially, and environmentally – in the best interest of long-term success for our enterprise.

The Raya Holding core values are based on the fundamental rights of every individual, such as the protection of privacy, freedom of opinion and expression, freedom of association, nondiscrimination, and the right to be heard.

- We seek to promote and protect the rights defined in the Universal Declaration of Human Rights of the United Nations within our sphere of influence. We do not tolerate human rights abuses within our own business operations.

Our associates are keys to our success. We base our human resources policies and practices on fairness, openness, and mutual respect.

- We pay competitive and fair wages, which clearly exceed what is needed to cover basic living needs. We want our associates to have time for family, social activities, and leisure.
- We strive to provide our associates with a stimulating and challenging working environment and with opportunities for personal and professional development, while expecting from them a high level of performance and commitment to the success of Raya Holding.
- We do not tolerate forced labor and other forms of exploitation labor. We support programs to abolish child labor in a manner consistent with the basic interests of the child.
- We believe in constructive dialogue between employer and employees and support the principle of freedom of association.

We want to be a leader in Health, Safety and Environmental Protection (HSE).

- The health and safety of our employees, neighbors, customers and all others affected by our business activities, as well as protection of the environment, have priority in all our activities.

- We strive to make efficient use of natural resources and minimize the environmental impacts of our activities.

We care about the expectations and concerns of our stakeholders.

- We recognize the interest of our shareholders, employees, customers, neighbors, the authorities and the public at large in our societal behavior, and the health, safety and environmental impacts of our business. We provide relevant information and actively listen to stakeholders. In assessing processes and technologies, we seek dialog with all stakeholders.
- Improving the standard of living of all people is a shared responsibility between the private sector, the public sector and other stakeholders. Raya Holding actively supports efforts towards the improvement of the standard of living.

We integrate the principles of Corporate Citizenship into our business strategies.

- We manage the implementation process actively, consistently and effectively. Our Business Sectors establish proper structures and allocate sufficient resources in order to live up to this policy.
- We measure progress and verify compliance with this Policy, related Guidelines and regulatory requirements through internal and external audits and management reviews.
- We give priority to business partners, suppliers and contractors, who share our societal and environmental values, and we support their efforts to promote these values through their business activities.
- We foster awareness of and commitment to this Policy among our employees; to this end, we provide appropriate information and training to develop their skills.
- All employees shall comply with this Policy, related Guidelines, and regulations applicable to their area of operational responsibility.

Approval

Version	Prepared by	Reviewed by	Approved by	Review Date
2.1	Ahmed N. Hassan	Medhat Khalil, Chairman & CEO	Board of Directors	Feb 2019