

UN Global Compact

SEKEM Corporate Social Responsibility

Statement of Continued Support for the Global Compact

Sekem has been taking major steps since its foundation in 1977 towards the development of individuals, community and protection of the environment. The principals of Corporate Social Responsibility form an integral part of our corporate philosophy, where we believe that the role of corporate in social, economic, environmental and cultural development is crucial to wheel the comprehensive development of our society. Accordingly, we support and commit to the UN Global Compact, and we aim to move forward to adhere to all its principals.

Background about SEKEM

The SEKEM umbrella is formed by three closely interrelated major entities: first the SEKEM Holding Company embraces eight agro industrial- manufacturing and technological companies, each responsible for one aspect of SEKEM's business value proposition.

Second the SEKEM DEVELOPMENT FOUNDATION (SDF) is responsible for all aspects of a holistic cultural-human development. Finally, the COOPERATIVE OF SEKEM EMPLOYEES (CSE) takes over the responsibility for SEKEM's socio-human resource development. Working together, they have created a modern corporation based on innovative agricultural products and a responsibility towards society and environmental sustainability.

The SEKEM Group of companies is producing an e x t e n s i v e variety of high quality consumer products in the fields of natural pharmaceuticals, delicious organic food and beautiful textiles. The products are made from ingredients from biodynamic farming. This method undertakes to restore and maintain the vitality of the soil and food as well as the biodiversity of nature.

The companies and most institutions of the Social Development Foundation are located on 300 hectares of land near the town of Belbeis, 60 km from Cairo – the SEKEM farm.

SEKEM has succeeded to attempt the impossible along its 30 years of continuous improvement striving for sustainable growth and innovation aligned with humanitarian and holistic ideals. Along the past 30 years, SEKEM expanded its strong position in the market of organic and especially Demeter certified raw materials, consumer products, phyto-pharmaceutical preparations, and organic textiles.

Sustainable growth could be realized virtually in all business fields that strengthened the long term development of numerous activities.

Furthermore, the benefits are not only of an economic, but also, of social kind.

During the past two years, SEKEM succeeded to transfer 170% more financial support than in 2006 to SEKEM Development Foundation (SDF), to realize cultural, social and development projects.

SEKEM initiative still remains close to its original ideals.

Economic Development

Since its foundation in 1977 SEKEM in its economic activities has been following the principle of fairness towards all people involved in the production chain that includes everybody from the producer to consumers all over the world. Managing prices, working and living conditions, human development as well as social and health aspects are covered.

- **Libra Company**

Libra Egypt was established in 1988. Libra is the farming company, which supplies various companies in SEKEM with the raw materials for further processing and production. In 1993 Libra in cooperation with the Ministry of Agriculture launched a program cultivating biodynamic cotton. The results let the country to cut down the amount of pesticides from 36 thousand tons to only three thousand ton now.

- **Hator Company**

Established in 1996, the company packs and distributes fresh fruit and vegetables for local and international markets. Emphasizing on the top quality of fresh produce HATOR is able to meet growing demands of European customers. The International Association of Partnership (IAP) was established with many of its business partners.

- **Isis Company**

ISIS was formally registered in 1997 as a company to manufacture organic foodstuff, such as cereals, vegetables, pasta, honey, jams, dates, spices, herbs, teas and edible oils. Today *Euroherb*, *Lebensbaum*, *Piramide* and other partners are handling international marketing for ISIS products in the USA, the UK, Germany and South Africa.

- **Atos Pharma**

In 1986 ATOS was established as a joint venture company between SEKEM, DEG and Dr. Schaette KG to develop Egyptian phyto-pharmaceuticals market. The company produces medicines out of natural sources. In 1992 ATOS secured a license agreement with "Weleda"- a leading manufacturer of phyto-pharmaceuticals in Germany to manufacture and market health care products in Egypt. At the moment ATOS is producing thirty-three different phyto-pharmaceuticals items.

- **Naturetex**

Established for manufacturing organic cotton textiles. Naturetex products are locally distributed through various shops and exported to wholesalers in Germany, Switzerland, Austria as well as Japan and the USA.

As a continuous step in theme of curing the environment through the application of biodynamic agriculture methods, SEKEM Group has started a new joint venture company with Grow Group Holland called MIZAN for producing organic seedlings and grafted seedlings.

- **LOTUS**

Established in 2005 for processing organic herbs and spices from bio dynamically cultivated plants. LOTUS cultivates natural products free of chemical treatments

to safeguard the environment for future generations.

- **MIZAN**

Established in 2006 as a plant raising company aiming at providing Egypt's vegetable producers with healthy and profitable in-and-outdoor seedlings and grafted seedlings. The principal of grafting is to use a vigorous rootstock with high absorbing and transporting capacities. Grafted plants are more resistant against soil diseases like root rot, viruses and are better adaptable to extreme climates. Grafting also means less input cost due to a healthier, more resistant plant.

- **SALIS**

Established in 2006 as a company for information and communication technology with the goal to provide excellence in software development. The firm is offering its services globally from its base in Egypt and is dedicated to exceed its customers' expectations.

SALIS considers its employees as its strategic capital and is highly committed to invest as much as possible in the continuous development of their skills. Salis' current core business is the development of customized software applications.

At a competition for innovative business plans organized by the Egyptian Ministry for Communication and IT, SALIS achieved the first prize against 400 competitors.

- **LOTUS Upper Egypt**

Founded in 2007 as a company for extraction of SEKEM's drying herbs capacity. It is located in El Minia region, to accommodate the growing processing needs for surrounding medicinal herbs and spices.

- **SEKEM for land reclamation**

Founded in 2008 for land reclamation. It is planning to reclaim and plant 2000 acre in North Sinai, 2000 acres in the Oasis Wahat and 1000 acres in Minia Governorate.

Social Development:

Social Management Approach:

We at SEKEM assume prosperity, family, education, health, religion, community membership and individual artistic development as closely interrelated factors for the well-being of our workers. Therefore, we continuously strive to build up a workplace where every worker counts as an equal part of our employee community as well as an individual with certain specific abilities and characters. SEKEM tries to give everyone the opportunity to develop himself and contribute to the community and the company development. Furthermore, we strictly care for meeting the international standards of human rights, health and safety and general working conditions.

Employees:

For all social endeavors, the Cooperative of SEKEM Employees (CSE) forms a

community of people, from all over the world, who:

- Appreciate the dignity of each human being
- Promote democracy and governance
- Create the foundations of healthy livelihoods

The Cooperative of SEKEM Employees (CSE) was established in 2000 seeking the development of all social forms that ensure respect for the dignity of man and guarantee the equality of everybody in the community of SEKEM. It aims to raise the consciousness of concepts of sustainability and global development, the interrelatedness of species and human life, and the importance of sharing mutual trust among the employees of all SEKEM companies.

- To provide meaningful work to all employees in a safe, healthy, and human environment.
- To guarantee working conditions according to national legislation and complying with the international guidelines of International Labour Organization (ILO) and applying the international Fair-trade standards.
- To train all employees in order to maximize their performance when realising their objectives.
- To provide to all employees non-work related, cultural and social activities, promoting the vision of holistic human development.

In 2007 and 2008, SEKEM had on average of 2000 employees from numerous different religions, nationalities, and culture including female and male workers all of which are in permanent employment at the SEKEM companies.

SEKEM believes in the importance of diversity and multicultural backgrounds. In SEKEM, Muslims and Christians work cooperatively. Around 20 Europeans working long term in SEKEM closely with Egyptians as well as continuous cooperation and exchange in cultural and economic fields. All Non-European senior management employees in SEKEM are hired locally from the areas of Cairo and governorate of Al-Sharkia.

Cultural Development:

The Egyptian Society For Cultural Development (SCD) was founded and registered as a private non-profit organization in 1984. As of 2006 it has been called the SEKEM Development Foundation (SDF). SDF's program of activities is supported by a variety of organizations and donors, private, governmental and non-governmental, local and international. SEKEM's companies also dedicate part of their net profit to finance the aims of SDF.

Over the last two decades, SDF has expanded its program activities from initial basic educational initiatives and now implements a variety of projects and programs activities in the field of economic development, health care and education.

Education:

Kindergarten - "Play is the serious work of childhood"

The Kindergarten was set up in 1987 with a special program designed for children from four to six years of age. Special pedagogic emphasis is put on creative play and discovery to ensure the individual and social development of each child.

As children live in a rich world of imagination and discovery, they are completely open to the world and its expressions and thus deeply influenced by their surroundings. In the loving and secure environment of Sekem Kindergarten, children can find their own relationship to these surroundings. Their sensory experiences play a major role in their development as confident, compassionate, and caring human beings.

School

The SEKEM School is a co-educational school with pupils from a diversity of cultural and social backgrounds, Muslim and Christian children learning together in a community where respect for all differences of gender, religion, class and ethnicity is cultivated. The SEKEM School is accredited by the Egyptian Ministry of Education and adheres to the Egyptian state curriculum with an additional interdisciplinary curriculum designed to meet the needs of the different stages of a child's development.

Special Education

The SEKEM Special Education facilities provide a variety of educational and therapeutic programs for children and young adults with special needs including physical, mental and learning disabilities. Learning to master practical, everyday life activities and basic skills in reading, writing, and arithmetic, the pupils' independence and self-confidence are increased. Furthermore, jobs are provided for those who need to work in a sheltered environment convenient.

Vocational Training Center

The SEKEM Vocational Training Center provides young people with abilities and skills that are needed in the local market. Given the current lack of opportunities in the labor market, the curriculum prepares students for self-employment. Through training courses, the apprentices are guided through every aspect of their chosen trade. In line with the SEKEM philosophy, learning by doing and doing while learning, on the job training is emphasized and the training in practical skills is judged to be just as important as the theory. Trainees participate in a three-year program, taught by both local and foreign trained instructors.

Since 1999, the SEKEM Vocational Training Center has been accredited by the Mubarak- Kohl Initiative, a highly successful German technical assistance project in Egypt. Accredited courses offered in the training program include: electronic engineering, industrial mechanics, and textile production technology. Additionally, the program offers a wide range of courses including carpentry, biodynamic agriculture, metalwork, electrical installation, and office administration.

Literacy Program

As literacy is a basic human right, it is the most basic form of community development. SEKEM's Literacy Program provides meaningful and accessible literacy services to the local community. This prepares participants to make informed choices and to take control of their own lives. It helps attendees to see themselves as part of a larger community in order to encourage their participation in the social and cultural life. One of the programs is the Illiterate Children Program providing literacy classes for children between the ages of 10 and 14. Specially trained teachers offer curricula designed to increase awareness, raise consciousness, and make sure that all SEKEM employees have a literacy

certificate.

Adult Training Institute

The Adult Training Institute offers training programs in various areas of education, with the aim to enable each individual to make a positive contribution to the community and the country. Ten percent of the employees working time is allocated to social and cultural activities to enrich both their professional and personal lives.

Weekly lectures and seminars help to broaden each individual's thinking and understanding. Through learning by doing, participants get involved in a specific activity and are encouraged to think, to work diligently, and to apply acquired skills in other contexts. Practical skills are balanced by artistic activities, such as music and drama. In this way, the latent faculties of each individual are developed.

The courses expand the consciousness and strengthen individuality thereby fostering professional and personal development.

In 2007 there have been 43 children enrolled in the Kindergarten, 155 in the school, 22 in the Special Education Program, 60 in the Literacy Program and 148 trainees in the Vocational Training Center. All institutions employed 72 teachers altogether.

SEKEM Environmental Science Center (SESK)

Beginning in 2005, the SDF enabled the SEKEM School to establish an additional learning program for pupils from different language and public schools within the radius of the SEKEM Head Office and the farm. The services offered are outdoor education, awareness raising campaigns, excursions, and field trips for children from grade 1 to 12 closely related to their school curriculums.

SESK is a project derived and developed in partnership with Wadi Environmental Science Center following the mission to help redefine the relationship between students and their natural environment through outdoor education and to investigate field exploration using cooperative, hands-on, and inquiry-based learning. The combination of both projects is offered to a major part of Cairo and its surrounding communities.

SEKEM also engages in social research and development to provide state of the art solutions to pressing questions from all areas of life to its partners. Research is conducted and taught by the Heliopolis Academy for Sustainable Development. The Department of Social Research conducted five major research projects and community development programs in 2007 all of which are funded by international donors like the European Union:

1. Rehabilitation and Reintegration of Working Children
2. Poverty Alleviation Intervention
3. Integrated Services Model for Marginalized Children
4. Empowering Social and Political Rights of Women
5. Developing Innovative "One Stop Shop" Youth Center

Heliopolis Academy for Arts, Science and Technology:

The Heliopolis Academy for Sustainable Development, which is the new title for the former SEKEM Academy for Applied Arts and Sciences, aims to improve Egypt's capacity to conduct, publish and disseminate relevant social and scientific research in the areas of medicine, pharmacy, biodynamic agriculture, the arts and social sciences. Its demand driven research is designed to meet the

future requirements of the community, the companies and the country alike and builds on national and international collaborations. In addition to its research activities, the SEKEM Academy provides a diploma training program in eurythmy, professional training courses and lectures, and hosts a variety of academic, scientific and cultural events.

Seminars and workshops on the latest research concepts and methodologies emphasize the importance of a vivid, engaging, multidisciplinary approach. Through cooperation with the SEKEM Adult Training Institute, MAHAD, researchers and SEKEM employees enjoy social events and cultural performances in the Academy's main hall and auditorium.

Together with the other firms of the SEKEM Holding, the Heliopolis Academy for Sustainable Development worked on a multitude of research and development projects in 2007. Most of them were developed either in direct response to actual requirements of the firms or on their request to contribute to the development of future products. Some projects could already be completed in 2007 while most will be finalized in 2008.

The Department of Medical Research

Investigates the most pressing medical needs in Egypt and screens the available literature and traditional remedies for suitable treatments that merit further investigation. After the development of a pharmaceutical formula, these treatments undergo rigorous testing in clinical trials before being presented to the Ministry of Health for registration. The use and effectiveness of registered medicines is also monitored to enable continuous improvements.

The Department of Pharmaceutical Research

Investigates the medicinally active components of organic materials, develops methods for their detection, improves means for their extraction, and optimizes the production of standardized phyto-pharmaceuticals. In cooperation with local, national, and international partners, it ascertains the safety and efficacy of all compounds under development through pharmacological investigations. Its Testing Laboratory is ISO 17025-accredited by the DAP. They have successfully developed products that treat diabetics, hypertension, diarrhea, cough, high cholesterol, obesity, venous insufficiency, and a natural baby care.

The Department of Agricultural Research

Investigates the optimal growth conditions, harvesting times and selection criteria for medicinally useful plants, improves their quality through targeted breeding programs, and cultivates a range of traditional herbs in cooperation with the rural community. To conserve Egypt's genetic plant resources, it maintains a seed bank of endangered desert species, established in cooperation with the National Research Center.

The Department of Social Research

It has a multipurpose agenda encompassing: conducting multidisciplinary social science research, organizing training programs undertaking community development projects and holding workshops, seminars, and conferences on significant developmental issues. The role that social scientific knowledge plays in the development process is important and research in this field is needed. The Heliopolis Academy for Sustainable Development is right now on an exciting turning point. For one year, a team of scientists has been working together with Dr. Ibrahim Abouleish and Helmy Abouleish and several

international consultants from various backgrounds on a concept for the Heliopolis University for Sustainable Development, which is supposed to open its doors in autumn 2009. Due to the establishment of graduate and postgraduate programs, the hitherto existing structure of the Academy will also be modified. The Academy has always worked on the foundation of the three pillars research, training and innovation, which builds the background framework for core university programs. The research department will continue to work in its old structure. Under the training pillar the Academy will offer “Train the Trainer” courses for consultants and employees. Innovation will encompass an innovation center or business incubator, which targets issues like producing sustainability strategies, sustainability reports, and business plans.

Health:

Health care and therapy using holistic medicinal approaches are available through the medical center on the SEKEM farm and through outreach programs.

Clinics: Internal Medicine, General Practitioner, E.N.T., Gynaecology & Obstetric, Paediatric, Family Physician, Urology, Dermatology, Ophthalmology, Orthopaedics, Minor General Surgery;

Diagnostic services: Clinical Pathology Lab, X-ray, Ultrasonography-Echo-Doppler and Endoscopy.

Community Health Care Programs: Health assessment and Education, out reach program in preventive and therapeutic Medicine;

Medical care is a part of the comprehensive plan for community development. Keeping the unique setting and available resources, SEKEM Medical Center takes a leading role in the coordination and promotion of health services in the region. Patient education and health awareness programs are ongoing. These include environmental health, women’s health issues, family planning, reproductive health, as well as prevention of infection through hygienic and sanitary practices.

SEKEM Medical Center arranges regular training programs. Close collaboration with the health authorities, the health insurance, and the governmental health care centers ensure services for the underprivileged. Regular training ensures that all doctors, social workers, and medical staff update their skills to stay abreast of development in modern medicine.

International recognition for SEKEM :

In 2003, SEKEM received the Right Livelihood Award “Alternative Nobel Prize”.

Dr. Ibrahim Abouleish and Helmy Abouleish were selected as outstanding Social Entrepreneur by the Schwab Foundation and invited to participate at the World Economic Forum.

Being committed to develop its human capital and preserve the environment, SEKEM signed the United Nations' Global Compact Initiative in February 2004.

Communication On Progress (COP)

Human Rights

Principles 1 – 2:

- ❑ SEKEM provides safe and healthy working conditions, where the use of chemicals is prohibited, and the use of masks throughout the working process in factories, in addition to working in a natural environment in SEKEM farm.
- ❑ SEKEM provides access to basic health, education and housing for the workers and their families through SEKEM School and the Medical Center. Social assessments are carried out to see if the family can afford the medical treatment or school fees. If found not able to pay, the family is either granted or subsidized to attain the needed education and health care.
- ❑ Every 6 months, the Medical Center carries out series of surveys to investigate the quality of service provided. These surveys are distributed on SEKEM employees to express their opinions, whereby the services of the Medical Center are upgraded.
- ❑ SEKEM protects the rights of employees through explaining their rights and responsibilities upon employment according to the Egyptian Labor Law.
- ❑ The weekly meetings for SEKEM employees involve discussions with Human Rights Organizations that include various Human Rights topics and films.
- ❑ The Illiterate Children Program provides literacy classes for children between the ages of 10 and 14. Specially trained teachers offer curricula designed to increase awareness, raise consciousness and introduce new experiences; helping students to see themselves as a part of wider community, facilitating their positive contribution.
- ❑ SEKEM established a base for income generating alternatives for parents of working children through the Social Fund for Development (SFD). This fund will provide micro-loans for families to establish their own businesses and thus decrease the percentage of working labor in the area.

Labor Standards

Principles 3 - 6:

- ❑ The Cooperative of SEKEM Employees (CSE) was established in 2000 seeking the development of all social forms that ensure respect for the dignity of man and guarantee the equality of everybody in the community of SEKEM. Every day, employees from each company and institution meet in a circle, where they briefly report on the accomplishments of the previous day and their plans for the current day. This allows each person to experience a sense of equality and a member of SEKEM community. This is in addition to a public debate in a weekly meeting, where employees are given the chance to choose a topic and talk about it freely to express their opinions.
- ❑ Every employee is issued an employment contract. Employees are allowed for collective bargaining, addressing working conditions and relations among employees. This is realized through discussions with the HR Manager and Personnel Department.

- ❑ In collaboration with the HR officer of each SEKEM subsidiary, employees discuss training, career development, medical care, and other potentials for improvement in order to provide a healthy and productive work environment.
- ❑ SEKEM has got 2000 employees from different religions, gender and culture. SEKEM believes in the importance of diversity and multicultural backgrounds. In SEKEM, Muslims and Christians work cooperatively with no boundaries. Germans occupy a high percentage in SEKEM, and they work closely with Egyptians to reach the same eternal goal.
- ❑ In SEKEM, qualifications and experience are the basis of recruitment. No biases exist to any religion, culture or gender, which form the diversified community of SEKEM. SEKEM established a program for children who were forced to leave their schools because of their families' need for money. The program is named "Chamomile Children". These children are allowed to work only two hours a day to collect Chamomile flowers from the field and receive the money their families want; however, the rest of the day in the school learning, having fun, performing theater, drawing and signing.

Environment

Principles 7-9:

- ❑ SEKEM has got a Research and Development Unit, which is responsible for the continuous research and product development of natural medicine and herbs.
- ❑ In 2007 Libra, the organic cultivation company invested in 25 ha land for the production of compost from green waste from SEKEM farms and other near farms to improve low-grade desert soil sometimes contaminated by years of chemical fertilizer use. Since the beginning of the project one year ago, 100.000 tons of high-grade compost have already been produced on this new farm land. The applied technique of composting green waste avoids around one ton of CO₂-equivalent emissions per two tons of compost. The CO₂-equivalents have been certified under the Kyoto Protocol and thus contribute to alleviating the global effects of green house gases.
- ❑ The compost produced at Libra is not only used by SEKEM farms but also sold to use in international biodynamical as well as conventional agriculture where it replaces tons of chemical fertilizers, the process that contribute in decreasing the nitrous oxide emissions.
- ❑ Related to our energy saving project that we started calculating our first corporate carbon footprint according to the TÜV Nord Climate Change Standard TN-CC 010: 2008 for some of our products.
- ❑ There are some initiatives for emission reduction such as:
 - Development of hybrid solar dryer as alternative sustainable drying system for herbs and medicinal plants,
 - Wind parks: planning to install wind turbines at SEKEM's main farm at SEKEM Sinai farm, and at the SEKEM Oasis farm (the last two farms have only been acquired in 2008) to provide clean energy to both residential and industrial activities.
 - SEKEM put a plan to replace electricity-based water heaters with solar water heaters.
 - Energy Saving projects: started at 2008 and still in the assessment

phase

- SEKEM started a desalination project at the end of 2007. The main objective of this research project is to develop a cost effective desalination technology to apply to its various irrigation purposes.
- The initial success of the SEKEM biodynamic Farm in cultivating fresh fruits, vegetables and herbs encouraged other farmers to cooperate with it. By 1996 this cooperation had been developed to the Egyptian Biodynamic Association (EBDA), this NGO promotes biodynamic farming methods in Egypt and its neighborhood. The work involved research and development, training, extension, technology transfer and many other related services. Today around 180 farms cultivating approximately 2700 hectare all over Egypt, from Aswan to Alexandria, are applying the international standards in biodynamic agriculture.
- SEKEM works on waste water treatment and energy conservation throughout its farms.
- SEKEM products meet the European quality, control standards and have been certified to comply with international Demeter Guidelines, EC regulations, European pharmacopeias, IFOAM standards, ISO9001 and the Hazard analysis Critical Control Points (HACCP) certification.
- SEKEM propagate environmental awareness within the company and the surrounding community through its summer school organized for SEKEM students and students from other schools in Cairo.
- SEKEM make use of bio-dynamic farming, where a landmark achievement existed. SEKEM was able to reduce the use of synthetic pesticides in Egypt by over 90% from over 35000 tones per year to about 3000 tones. Average yield of raw cotton was increased by almost 30% to 1220 kg per acre, and the fiber elasticity and overall quality was improved, compared to cotton cultivated by conventional methods.
- SEKEM organized AGRIBIG 96 in cooperation with the Inspection and Certification Body “Center for Organic Agriculture in EGYPT” (COAE), as well as 1998 Demeter International Conference and in 2000 an international workshop for the development of local marketing strategies.

Anti-Corruption

Principle 10:

- SEKEM emphasizes anti-corruption strategies through clear financial and project reports submitted every three months on stakeholders.
- SEKEM Insight is a monthly newsletter released to promote transparency and report SEKEM various activities.
- To ensure compliance throughout the business processes, SEKEM runs an internal audit department and accomplishes monthly external audits with respect to its inventory, warehouse, and payment procedures. An explicit anti-corruption policy is currently under construction.

Performance Indicators

Performance Indicator	Indicator Existence in Sekem	Remarks
Economy		
Provision for Plant Decommissioning	*	
R&D Expenditure: Medical R&D Pharma R&D Agriculture R&D	*	
Provisions to cover the back-end of the nuclear cycle	(not applicable)	No nuclear sites
Environment		
Total input of raw materials (excluding water) by category	*	Achieved ISO 14001: 2004 Certificate
Input of waste materials (recycled or not) from sources outside the company	*	Using all the waste material in making a compost that is used as a fertilizer
Input of energy by source	*	
Description of main impacts	*	
CO2 emissions	(not applicable)	No chemical-based industries
Nox emissions	(not applicable)	No chemical-based industries
SO2 emissions	(not applicable)	No chemical-based industries
Radioactive waste	(not applicable)	No nuclear sites
Environmental impacts of products and services	(not applicable)	No chemical-based industries
Renewable energy- electricity	*	
Photovoltaic technologies	(not applicable)	
Green electricity sales	(not applicable)	
Spending on environmental management	*	Achieved ISO 14001: 2004 Certificate
Ground and river water volumes (drawn and returned)	(not applicable)	
R&D spending relating to the environment	*	
Voltage cables	(not applicable)	
Working Conditions		
Staff breakdown by category	*	
Bargaining agreements	*	
Health and safety	*	Achieved OHSAS 18001: 1999 Certificate
Number of injuries	(not applicable)	Achieved OHSAS 18001: 1999 Certificate
Fatal injuries	(not applicable)	Achieved OHSAS 18001:

		1999 Certificate
Training programs	*	There is a training plan prepared every year according to the employees needs for development
Sick leave	*	
Maternity Leave	*	3 months vacation for mothers and earning of the total salary of this period
Women executives	*	
Staff decision making	*	
Life Insurance	*	Annual contract with NSGB with an amount of L.E.160000
Medical checkups	*	Annual contract for medical insurance with Health care plan
Human Rights		
Solidarity expenditures	*	Life insurance is paid per each case. Amount of money is paid at marriage. Amount of money is paid at the birth of the first 2 childs.
Policies concerning the disabled	*	
Accountability		
Environmental responsibility	*	Achieved ISO 14001: 2004 Certificate

List Of Certificates achieved by SEKEM

- Fair Trade Certificate of FDA
- Kosher Certificate: Bulk & F. B. Herbs and Foods Products
- ISO 9001: 2000 Certificate
- ISO 9001 : 2000 & HACCP Certificate
- ISO 14001: 2004 Certificate
- OHSAS 18001: 1999 Certificate
- GAP Certificate
- Organic Certificate
- BIO Suisse Certificate
- ISO/IEC 17025:00 Certificate
- TUV NORD emission reduction certificate of CO₂EQ (for producing compost from green waste)