



# *Sustainability Report* *2016*

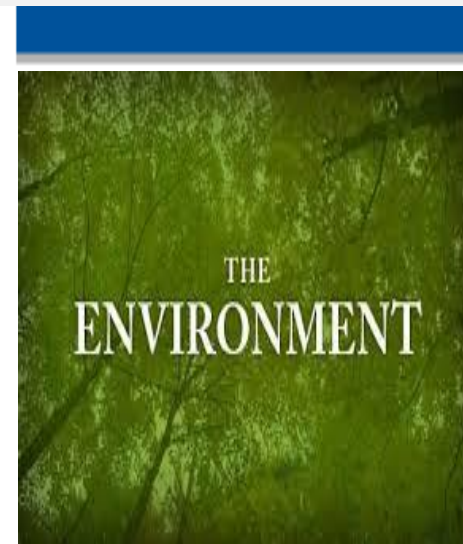
*Aligned with sustainable Development Strategy: Egypt Vision 2030*

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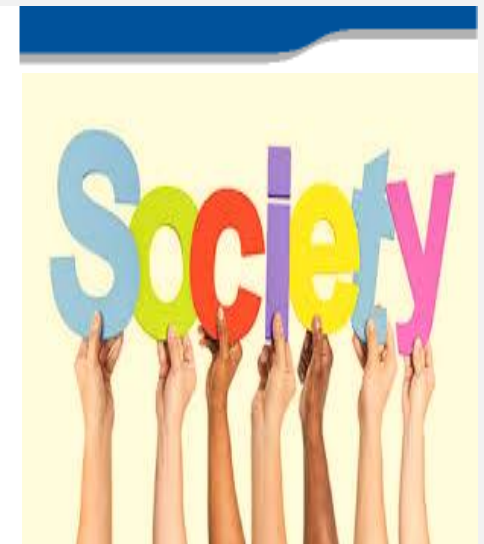
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This report includes Sidpec sustainability activities from January 2016 till March 2017 and published on UN Global Compact web site in May 2017.

Our report is based on three aspects: Support economic growth, achieve community progress and contribute to environmental protection.

This report highlights efforts to align with the 17 United Nations sustainable development goals to create a common set of goals in our local community.

Also we take in mind the ten principles of the UN Global Compact in the formulation of strategic plans, and business practices.

*“Refer to our Code of Conduct”.*



Further information shall be available on the web site  
[www.sidpec.com](http://www.sidpec.com)

## About this Report

### We aligned with Egypt Vision 2030!



Our strategic objectives issued in October 2016 and considered to be aligned with Egypt vision 2030, and the Ministry of Petroleum Strategy through the implementation of “Egypt’s Oil & Gas Sector Modernization Project”.



# CEO Message



*Eng. Osama Mahdy*  
**Chairman & CEO**

At the beginning of my message, I would like to express my sincere welcome to you in Sidpec annual sustainability report.

In continuation of SIDPEC leadership in the field of petrochemicals industry in Egypt and the conviction that its responsibility towards society and environment is an option imperatively demanded in the development of civilization, this report highlights in the third edition, the commitment of SIDPEC to provide the clean environment, eliminate waste in used resources and to raise the human capacities of labors and society, bearing in mind the principles of UN Global Compact in the development of strategic plans, decision-making process and business practices in order to meet the basic responsibilities regarding human rights, labors, environment and anti-corruption.

We are always keen to keep our labors aware that SIDPEC is not only an economic entity but an entity connected to the nation facing complex socio-economic environment by fulfilling its responsibilities towards achieving the required economic efficiency, so our social responsibility is a commitment of everyone working in our company to the various laws and ethical criteria.

From this perspective, we chose the title of this year's report showing our commitment to Egypt vision 2030.

Our successful role towards social responsibility is based on our commitment to three criteria: respect and responsibility towards labors and members of society, support the community and environmental protection, ensuring that all members of society support our goals and development mission. We believe that our social role and ethical commitment is an investment that shall increase our profit and productivity and that the economic process is a social, national and human activity aims to sustainability and not isolation from the goals and aspirations of societies and countries.

In 2016, SIDPEC sought to adopt effective social responsibility programs that take into consideration the social challenges by contributing to meet the necessary living needs, as well as providing new job opportunities through establishing charitable and social projects of a developmental nature. This report reviews a number of such programs, such as a “lower bill for a better life” and “Safety Day” first Celebration.

Finally, I would like to extend my thanks to all labors, stakeholders and all those who have contributed in supporting the sustainable development initiatives, hoping to continue their commitment to in order to improve the living conditions of individuals and keep up with rapid progress in all aspects of development.

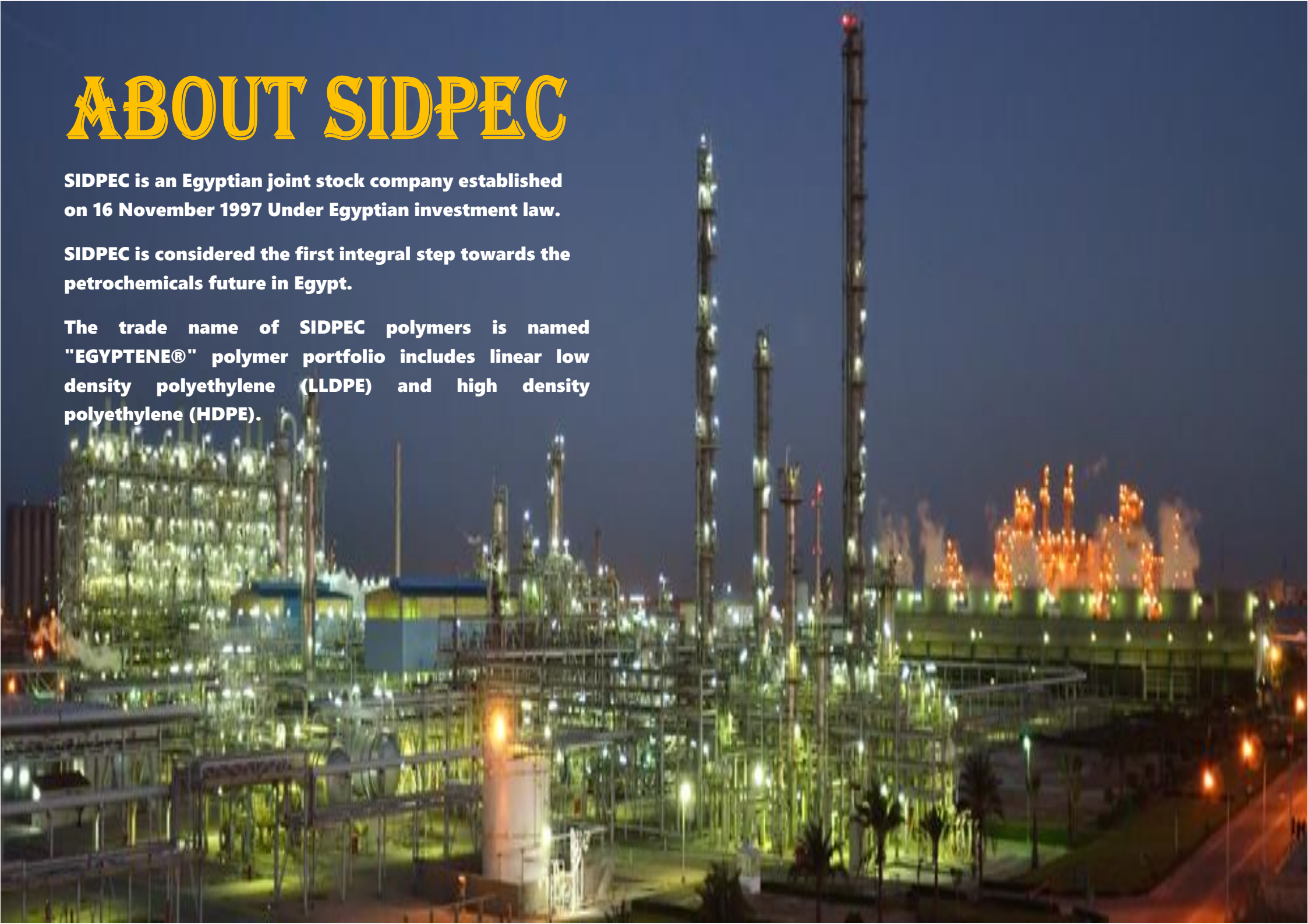


# ABOUT SIDPEC

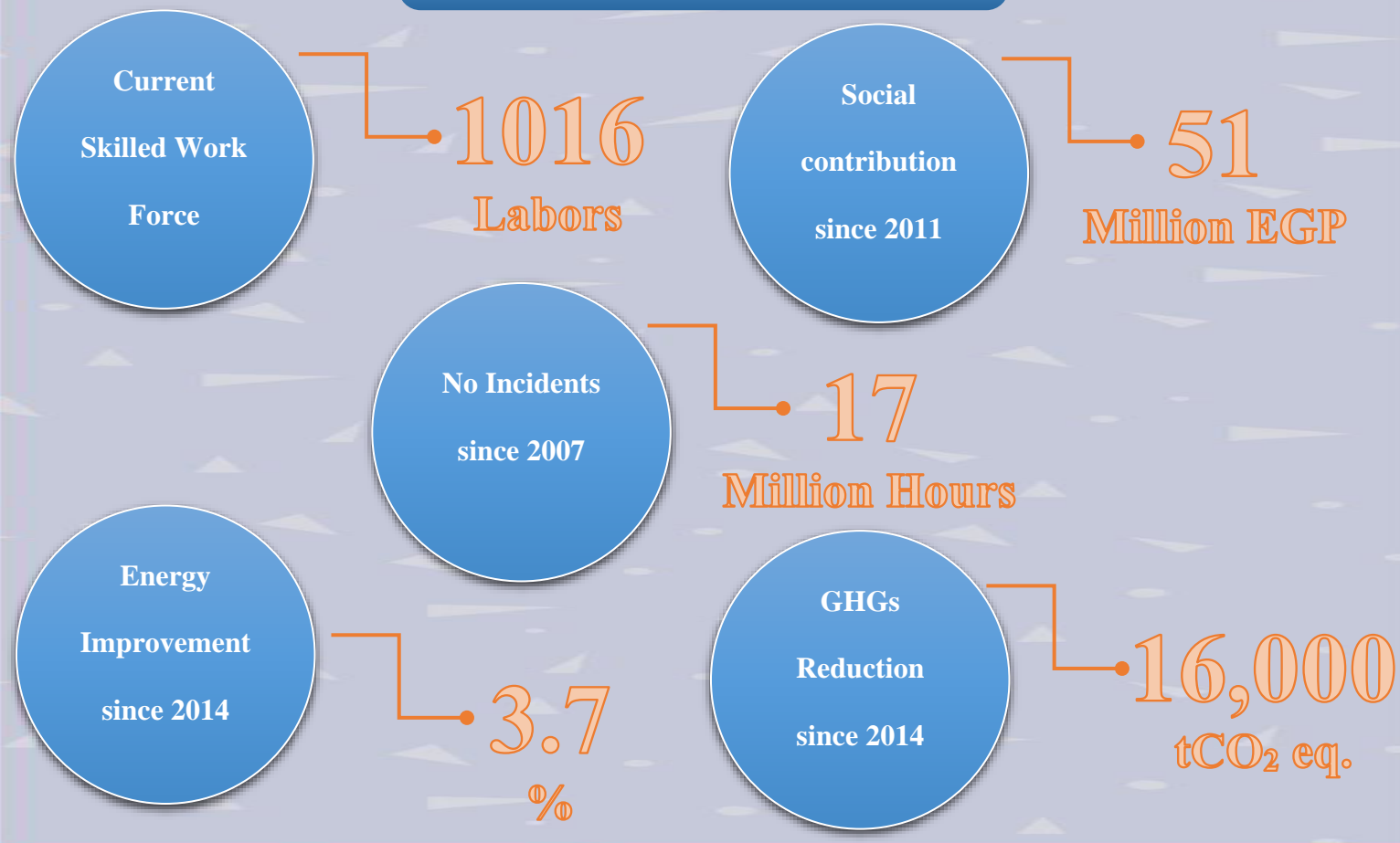
**SIDPEC is an Egyptian joint stock company established on 16 November 1997 Under Egyptian investment law.**

**SIDPEC is considered the first integral step towards the petrochemicals future in Egypt.**

**The trade name of SIDPEC polymers is named "EGYPTENE®" polymer portfolio includes linear low density polyethylene (LLDPE) and high density polyethylene (HDPE).**



# OVERVIEW



# STRATEGY

## VISION

*Sustain SIDPEC's leadership in providing value added and highest quality petrochemical products worldwide while creating a superior shareholders value.*

## MISSION

*To produce and market high quality petrochemical products through the integration of most efficient staff, best updated technologies and business systems within the highest standards of ethics and integrity for the purpose of achieving sustainable and profitable*



## ALIGNMENT with Egypt Vision 2030



### Our Approach

We are promoting human rights and social values by integrating social responsibility into our business activities and where we build our approach based on a comprehensive view, transparency and open dialogue that benefits our stakeholders. We are responsible for the Code of Conduct having a positive impact on society, the economy and the environment in relation to the rules of law and international standards of conduct.

Sustainability is an integral part of the Sidpec's 2021 strategy, which in turn is consistent with the Sustainable Development Strategy - Egypt Vision 2030 and the Ministry of Petroleum Strategy 2021 issued during 2016.

According to Sustainable Development Strategy - Egypt Vision 2030; NEW EGYPT will be a competitive, balanced and diversified economy based on innovation, knowledge, justice and social integration. It will invest the genius of our location and people to achieve sustainable development and improve the quality life of Egyptians ([www.sdsegypt2030.com](http://www.sdsegypt2030.com)).

Ministry of petroleum issued its strategy 2021 to be aligned with "Egypt vision 2030" to achieve optimum economic benefit from all resources to contribute to the sustainable development of Egypt. This shall be achieved through the implementation of "*Egypt's Oil & Gas Sector Modernization Project*" which is consisted from 6 programs; Attracting investments in oil and gas exploration, Sector restructuring, Raise efficiency and improve human resources, Development of the refining and petrochemical sector, Transform Egypt into a regional energy center and Development of the exploration and production sector. The main Core values to be considered are: safety, innovation, ethics, transparency and efficiency

SIDPEC is representing by two labors in the team work of two programs regarding this project which are; Energy efficiency and development of human resources.

Also we have some initiatives regarding this project such as: implementation of EnMS, perform a feasibility study to establish new plant, develop some assets.

## Strategy

### CASE STUDY

#### QMS Certificate Renewal according to the new version ISO 9001:2015

Sidpec succeeded in the transition of its QMS to be complied with the new version of the ISO 9001:2015

The preparation for such transition was completely done by sidpec highly competent personnel who had the required training and were capable to make gap analysis identifying the required objectives to determine the optimal resource allocation for the transition.

*“Sidpec has achieved the ISO 9001:2015 certificate renewal as the first company of petrochemical sector that achieves this transition in a record time with its well-qualified team and the power of support of the top management.”*



#### Deliverables

- Issue SWOT Analysis form has been integrated from different departments all over the company.
- Issue Strategic Plan document has been submitted and signed from the CEO.
- Issue SIDPEC's Value Chain Analysis & SIDPEC's Interested Parties and their requirements document.
- Issue Knowledge sharing Guide document.

## Strategic Objectives

We issued our strategy (2016-2021) in October 2016 in which the strategic objectives are aligned with Egypt vision 2030.

Firstly and according to the requirements of ISO 9001:2015, we determined external and internal issues, the interested parties and their requirements, customer needs and the risks and opportunities.

Secondly, we identified our MATERIALITY according to SWOT analysis and addressed the corresponding procedures.

Final step is to define our objectives what we must achieve to address the materiality issues as follow:

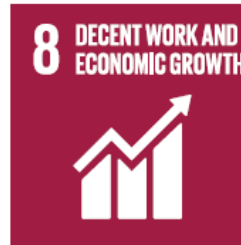
- Maximize value added.
- Increase production capacity and add new products.
- Maintaining the leadership of the local market.
- Maintain the presence in international markets for the purpose of penetrating the global market.
- Take environmental protection into consideration by adopting environmentally friendly processes.



# PERFORMANCE

Item	Performance Indicator	Measuring Unit	Measured Performance		
			2014	2015	2016
People	Skilled Work force	Employee	1032	1028	1016
People	Internal Mobility	%	8.4	12.4	12.91
People	Training Evaluation Surveys	%	86.75	87.99	90.25
People	Training related to Sustainability	Courses	-	18	45
People	Training related to Sustainability	Employee	-	321	635
People	Training (Sharing Knowledge)	Courses	14	18	28
People	Training (Sharing Knowledge)	Employee	401	661	911
People	Training Leadership development		34	46	98
Safety	No incidents since 2007	Total Hours	13,702,590	15,744,125	17,121,086
Energy	Total Energy Savings	EGP	-	2,882,113	1,628,691
Energy	GHGs emissions Reduction	tCO <sub>2</sub> eq	-	10,000	6,000
Energy	Electricity Improvement	%	-	2.6	1.1
Energy	Saved Electricity	MWh	-	4,819	2,172
Energy	Firing Gas Improvement	%	-	-	1.2
Energy	Saved Firing Gas	MMKCal	-	-	4,078
Water	Total Savings	EGP	-	-	2,500,000
Society	Summer training	Students	294	446	274
Society	Social Contributions	EGP	3,979,500	6,608,000	9,168,737

# BUSINESS VALUE



## *Increase our business value*

SIDPEC is keen to meet the challenges that affect its economic situation such as:

- Lack of feed gas quantities;
- Change the specifications of feed gas;
- Aging equipment and used technology;
- High prices of raw materials, chemicals and energy.

So, sidpec has, within its strategy, developed many procedures that have the ability to maintain assets, and optimize resources and performance of production units

In 2014 and 2015, we started to establish new Amine unit, addition of new drum of pressure swing absorption project (PSA) and recovery of CO<sub>2</sub> project which shall be completed during 2017.

**9** INDUSTRY, INNOVATION AND INFRASTRUCTURE



## *Business Value*

### CASE STUDY

#### CMMS Software (computerized Maintenance Management System)

SIDPEC is currently working on the procedures to use a unified maintenance program for all the departments of the company instead of the current system, preserving the company's assets and saving in the maintenance expenses without prejudice to the efficiency of the maintenance process.

Benefits of this software are:

- Integration of all different disciplines with a unified maintenance program;
- Determine the cost of maintenance work and control spare parts;
- Availability of an efficient system for planning, scheduling business and making full use of the company's resources;
- Measure the performance and efficiency of the maintenance process;
- Provide a complete database of equipment and generate statistical reports.

# SUPPLY CHAIN

## *Secure our Supply Chain*

**SIDPEC is keen to secure our global supply chain, creating a great value and enhancing the company's competitiveness in core markets.**

**We perform some initiatives to enhance the level of customer service and develop relationships with related parties by collaborating with them to provide solutions for packaging and delivery.**

One of our initiatives is to appoint a committee to study all customers' complaints regarding final product specifications and its packing and take fast response to solve all inquiries and product problems.

Several Recommended solutions were issued as follow:

- Change the current welding machine to avoid the recurrence of the top welding problems of the sacks.
- Not to use compressed wood pallets loading our product.

- Design pallets to fit different loading cranes was recommended.
- Contact polyethylene licensor to update the reference of standard methods of laboratory tests.
- Perform not availability laboratory tests at a third party.

Also we perform site visit to evaluate vendors of sacks, we exclude less qualified suppliers and develop a mechanism for distribution quotas between the suppliers sufficiently taking into consideration the appropriate price and quality standards.





# GOVERNANCE & ETHICS



## *Governance*

SIDPEC has established a system of governance for the implementation of its sustainability strategy and appoint the general management of HSE and Quality to be responsible for developing the sidpec's vision towards sustainability, priorities, and objectives, as well as to be responsible for the corporate's performance on sustainability.

## *Anticorruption*

Sidpec Identified the Risks of Corruption, Implement and Maintain Many Policies and Practices to Counter Corruption, Sidpec Rules such as HR, Purchasing, Marketing and all of its Rules Counter Corruption.

Sidpec's Leadership is a Clear and Perfect Pattern for Anticorruption, provide Commitment, encouragement Implementation Of anticorruption Policies.

Sidpec Code Of Conduct Emphasizes The Rules Of Anticorruption.

Sidpec Always Work to raise the Awareness Of its People and All Stake Holders about Corruption.

## *Human rights*

Sidpec avoids getting involved in any business is not consistent with Human rights.

Sidpec do not enter into partnership or relationship with any partner that commits human rights abuses.

Sidpec avoids any relationship with entities which engaged in antisocial activities.

Sidpec has effective grievance mechanisms that protect human rights

Sidpec eliminates all forms of forced or compulsory labor.

Sidpec do not use child labor internally or among its suppliers or customers.

Sidpec respects the right of own property.

Sidpec respects access to due process and right to a fair hearing before any internal disciplinary measure had taken.

# Internal Audit

*SIDPEC internal audit is an independent, objective assurance and consulting activity designed to add value and improve organization's operations.*

*It helps the company to achieve its objectives and goals by applying systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control and governance process.*

## Internal Audit Responsibilities

Support board and top managements in taking suitable decisions and fulfilling their commitments toward governance process by providing analysis, consultancy and recommendations.

Giving Assurance by assessing Internal controls: assure that controls applied all over the company's departments are adequate and effective to respond to the risks threaten the company.

Evaluate Risks: Internal Audit assess the Significant risks facing the company and assess the risk management efforts. Developing recommendations to improve risk management.

Ensure Accuracy, reliability and integrity of the information and data used as well as financial statements.

Assure safeguards by valuating procedures used to safeguards company's assets from theft, fire .....etc.

Evaluate company's resources are used economically and efficiently by determining whether the operations and processes are well designed to achieve company's goals and objectives.

Monitor Compliance with Laws, Policies and regulations.

Recommending Improvements and assuring Communicating all findings, observations and Views to top managements to reduce risks, reduce Spending's, enhancing revenues hence increasing company's Profits.

# SIDPEC Code of Conduct

*SIDPEC commits to encouraging a safe, supportive and reproductive work environment through cooperative and sustainable principles of conduct and ethical behavior. We envision added human rights and social value by incorporating Social Responsibility into our activities. Our approach is built upon a holistic view, transparency and an open dialogue with consideration to our stakeholders' interests. We are accountable for our impact on society, the economy and the environment with respect to the rules of law and international norms of behavior.*

## 1- Governance:

Our decisions are taken in pursuit of our objectives and are built upon factual Data.

We gain credibility by adhering to our commitments, displaying honesty and integrity and reaching company goals solely through honorable conduct.

Management is responsible for demonstrating through their actions, the importance of this code.

***“Refer to our vision & mission”.***

*“It is easy to say what we must do, but the proof is in our actions”*

**5 GENDER EQUALITY**



**10 REDUCED INEQUALITIES**



## 2- Human Rights:

We believe that all employees deserve to work in an environment where they are treated with dignity and respect. We are committed to creating such an environment because it brings out the full potential in each one, which in turn, contributes directly to our business success.

We are an equal employment entity and are committed to providing a workplace that is free of discrimination of all types of abusiveness, offensiveness or harassing behavior. Any employee who feels harassed or discriminated against should report the incident to his or her supervisor or department manager. If the employee is not satisfied that the matter has been appropriately addressed, the employee should feel free to address this issue to the company's Chairman.

We oppose child labor in our premises and among our stakeholders.



### 3- Labor Practices:

We endeavor to invest in our employees by providing them with the best possible skills and abilities in order to develop their individual potential to the maximum, and thereby contribute to a sustainable success and competitiveness of our enterprise. We provide specific training to the employees as regards to technical aspects connected with our processes and the field of health & safety at the workplace as well as other relevant aspects connected with the enterprise activities.

We strive to create working conditions that give our employees the convenient environment to work considering the human aspects and particularly without any risk for their health and industrial hygiene.

We have clear recruitment and promotion criteria for all employees. Our grievance procedures are identified and we recognize the right for employees' representation to participate in a transparent social dialogue.

### 4- The environment:

We are committed to conserve the natural environment, endorsing the principles of sustainable use and minimum impact on the environment in full compliance with the applicable laws and regulation.

Our stakeholders should be sensitive to the impact of their operation on the local community and cultural setting within which they work and minimize any adverse effects.

We encourage our stakeholders to develop their own, and others' understanding of the environment protection and the behaviors that can adversely affect it.

Within our decisions and activities, we adopt special practices that take into consideration the direct and indirect economic, social, health and environmental implications.

We envision ourselves in future as a zero liquid discharge, zero pollutants emission and zero wasted energy company. "Refer to our HSE policy". *"Refer to our vision & mission"*.

### 5- Fair Operating Practices:

We prohibit corrupt or non-ethical practices.

We investigate all reported instances of questionable or unethical behavior and take appropriate actions that prevent such unethical behavior in the future. Our commitment to integrity begins with complying with laws, rules and regulations.

We are dedicated to ethical, fair and vigorous competition. We sell our products based on their superior quality, functionality and competitive pricing.

We respect the property right of others. We do not acquire or seek to acquire improper means of a competitor's proprietary or confidential information.

### 6- Consumer Issues:

We are keen to provide products, which achieve our customers' satisfaction.

We provide our customers with fair and transparent information of our products.

We review our customers' complaints and improve practices in response to them.

We offer adequate and efficient support and advice system for our customers.

We always take adequate measures to protect our customer health, safety and business. *"Refer to our quality policy".*



### 7- Community Involvement and development:

We consider ourselves as an integral partner of the community in approaching educational development projects.

We provide continuous contributions to the surrounding communities to promote higher levels of well-being in these communities.

We provide employment opportunities for our surrounding community either directly through us or indirectly through our subcontractors.

We never cease to invest tremendously on our community health care projects.

We support research and development projects in cooperation with governmental institutions and universities.



# EMPLOYEE

## Our Approach

**SIDPEC believes that people are the core of its success therefor we strive continually attracting and retaining the best talents, developing our employees and increasing their engagement and loyalty with a focus on maintaining safe workplace and reliable operations.**

**Through an engaged and dynamic workforce, we would achieve a successful sustainable business. However, success also requires a culture of high expectations, continuous development and support.**





# PEOPLE

## *“We develop our workforce”*

### *Our Priorities*

Our values & leadership principals shape our culture as a dynamic transparent workplace. Our company has a relevant anti-fraud strategy and we have a policy in place for reporting bribery or other forms of corruption, our employees are encouraged to report any issues of potential misconduct, they may contact leadership or HR rep.

Reports are investigated & any substantiated incidences of misconduct result in disciplinary action.

### *Our workforce*

A major part of securing a healthy, positive culture at SIDPEC is in selecting employees with the right mindset. Our interviews are consistent, legally compliant and structured to ensure a selection process that promises that identify and hire top talent.

SIDPEC job description are an integral part of quality & environment management. They are a job reference for determining employee's role toward saving energy, environment protection & continuous improvement in the working place.

### *Measurable contribution*

SIDPEC adopts a career development policy consists of two processes:

1. Career planning (assisting employees to focus on their skills & abilities in order to establish a career plan through):
  - Identify personal abilities and interest.
  - Encouraging & embracing employees in obtaining professional diplomas and academic degrees.
2. Career Management:
  - Identifying future staffing Needs.
  - Assess training program
  - Develop Career developing
  - Programs (career path)
  - Provide career training.

### *Employee's loyalty*

#### Health Care Program

SIDPEC provides a Health Insurance Program for employees and their families through direct contracting with medical specialties (physicians, hospitals, laboratories, prosthetic devices, etc.)

Employees enroll in and get their medical benefits from a Medical managed care plan, employees can only go to doctors, specialists, or hospitals that are part of the plan.

SIDPEC health plan brochure explain how they coordinate benefits with Medicare, where are lists of all physicians, hospitals & laboratories which an employee and their family can choose.

SIDPEC raised its contribution in the medical provision plus a new advantage point has been added allowing employee's parent to use the medical care employees program:

- Periodical medical check;
- Periodical medical check for all employees;
- Annual medical check for employees above 50 years old;
- First Aid training course is implemented for our employees every year as awareness.



### *Employee's loyalty*

## CASE STUDY

### Health Care – “SIDPEC free from Hepatitis C Virus”

Our medical department developed an objective “SIDPEC free from Hepatitis C Virus”, and put the corresponding action plan for implementation as follow:

- All patients with hepatitis C were screened;
- Request laboratories medical analysis for all patients;
- Implementation of the treatment plan according to the treating physician (3-6) months;
- Re-analysis and verification of the patient's response to treatment;
- Alternative treatment plan (in case of non-response).

- The treatment period varies between 3- 6 hours' costs about **9,000 EGP**.
- If the labor doesn't take the required treatment, he shall suffer from healthy deterioration and his treatment costs **300,000 EGP/year**.
- About **54** labors were suffer from Virus C. Now all of them are free of this disease.



### *Employee's loyalty*

#### Providing Opportunities

SIDPEC offers employees opportunities to experience different aspects of our business through:

- Short term assignments
- Internal transfers
- International roles

These opportunities provide employees with necessary hands-on training to be successful in their careers while creating a more skilled workforce to help the company achieve its mission.

In 2016 we filled almost 90% of position at the manager level.

#### Rewarding employees

Our compensation packages are designed to reward & support the needs of employees & their families, to verify that; package are fair & equitable we conduct annual compensation assessment to ensure our practices are in line with selling and production plan.

### *Employee's loyalty*

#### Retirement benefits

SIDPEC-sponsored retirement savings plans, which are useful for both employees and employer, as they present benefits like savings directly, deducted from employees' paycheck and in some cases.

Employees are automatically enrolled in different retirement benefits systems and get their first contribution with their first paycheck, these competitive retirement plans enhance employees' involvement and belonging also increases retention and longer stays within the company, as mentioned below:

- Offering social insurance contribution that obtains the employee the highest pension grade when reaching retirement age.
- Providing an additional pension benefit (supplementary pension)
- Offering a life insurance policy subsidized by SIDPEC.
- Qualified deferred compensation retirement plan offered to all employees, this plan provides a retirement reward at the age sixty.

### *Engaging Employees*

SIDPEC seeks employees, who are enthusiastic about their work and eager to make positive contributions.

We encourage employees to contribute their ideas through:

- Ideas Bank

The idea was built where every employee introduces his idea, which contributes in improving the working process aiming better culture and results. These ideas are published to all other colleagues. We almost reached about 241 Ideas in the bank.

- Training Surveys

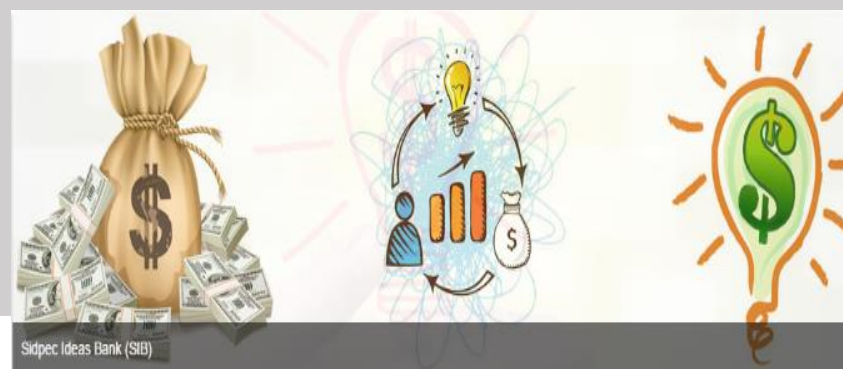
Training department regular surveys employees to understand how their training needs and evaluation can be better addressed.

Performance improvement is accomplished through the delegation of authorities and teamwork through:

- Committees

Its main role is the direct communication with employees of different levels to share ideas, collect their suggestions and their views, and submit a feedback to superior management allowing employees to take the initiative to improve.

- Employees are trained one year in the new position before accession of the middle and top management level so that they can exercise responsibilities before promotion and ensure their ability to carry out their duties.
- Formation of committees, task forces for new projects and technical, feasibility studies, tenders, auctions, Practices and any other mandates.





### *Training & Developing*

#### Talent Development

Over the last six years we have invested heavily in training courses, our range of training & short courses provide opportunities for promoting sustainable development and social responsibility aspect.

#### Leadership development

We have also launched several leadership development programs including advanced training.

SIDPEC offers training courses covering the areas of finance, operations, safety & marketing. The programs enable recent graduates & young leaders to accelerate their careers by gaining hands-on experience in multiple role.

### *Training & Developing*

#### **CASE STUDY**

##### Sharing Knowledge

Employee's knowledge is our largest asset; HR plays a pivot role in managing knowledge, we believe that knowledge in action gets results accelerating the rate of learning, cutting down the risks of not knowing and repeating mistakes and retaining knowledge assets when people move, leave or retire.

We transfer valuable knowledge from the most experienced, high performing employees to others through internal training courses.

When essential knowledge is captured & shared we touch an improved result across the range of cost saving, time on task, error rates and innovative solutions.



# SAFETY

*We enhance our safety work place*

## *Our Priorities*

The petrochemical industry is one of the important strategic industries and one of the main pillars of building the national economy.

Our State's policy is to preserve facilities property, and safeguard the lives of workers of these enterprises from the industry's risk.

From these points, we have to provide the necessary protection for such important industry in all its components, represented in all the basic elements of production of workforces, equipment and materials, in addition we provide a safe environment against the risks of fire, explosion, collapse which may have a "negative" impact on this important pillar of the economy's foundations as well as may pose a danger to individuals and the environment.



## Safety Day 2017

Under the slogan

*"Towards a safe Environmental work"*



### Safety

#### CASE STUDY

##### First Festivity: Safety Day 2017

Under the sponsorship of the CEO, HSE department organized a safety day 2017 first festivity on 30 March 2017 in sidpec.

The objective of this festivity is to spread culture and HSE standards inside our environmental work which shall be reflected on the protection of the external environment.

During the festivity, a brief overview of our HSE system was presented during the last 17 years.



### *First Festivity: Safety Day 2017*

#### Honoring Ceremony

A number of employees, distinguished contractors and other external parties were honored for their efforts and outstanding performance in the framework of maintaining the HSE system.

The following External parties were honored:

- Safety office and Environmental Affairs Administration in El-Amerya district;
- Environmental Affairs Agency in Alexandria;
- Third Central Station.

Ten personals of internal contractors and about 29 of our labors were honored during this festivity as they are keen to secure the environmental work, commit with safety instructions, and participate in emergency plan training activities.





*First Festivity: Safety Day 2017***Safety & Fire Fighting tools Exhibition**

On the sidelines of the ceremony, CEO opened an exhibition regarding safety & Fire Fighting tools.





### *First Festivity: Safety Day 2017*

#### Awareness Sessions

Three awareness lectures were conducted during the festivity:

- Home Safety (Fire extinguishers);
- Health Care (SIDPEC is free from virus C);
- Safety on Roads (Smart Tire).

Home extinguishers were distributed to a number of workers to strengthen safety inside the house.

In addition to these lectures, HSE department distribute **five publications** for all labors regarding:

- First Aid;
- Home Safety;
- Firefighting;
- Alarm system and Evacuation instructions;
- And Chemical Handling.

Also HSE department upload on our information system **ten Safety videos** entitled "Think Safety" available for all labors.



***Develop New Rescue Equipment*****Rescue Tool from Heights**

An automatic-controlled evacuation and rescue tool was provided to lift or drop the casualty from altitudes used in self-rescue operations or in the presence of a rescuer to evacuate a worker from a site that occurred at high altitude in a short period of time with an anti-fall system.

*“HSE keeps to provide new tasks capable to save people when needed in order to ensure rapid and safe intervention in case of injury to an employee”*

Item	Description
Max. Descent Height (1 person)	1640 ft. (500 m)
Max. Descent Height (2 person)	575 ft. (175 m)
Max. Person	2
Max. Weight	620 lb. (282 kg)
Max. Descent Distance	17,814 ft. (5430 m) at 310 lb (141 kg)
Hoisting Capacity (1 person)	310 lb (141 kg)
Max. Hoist Height (1 person)	M 33 ft (10 m)
Descent Speed	2-3ft (0.6 - 0.9m) per second
Approved for Single or Multiple Use	



### *Develop New Rescue Equipment*

#### Rescue Chair

- 1- Evacuates injured and incapacitated individuals from high-altitude places in emergency situations.
- 2- Can carry injured up to 225 Kg.
- 3- The injured is protected during the use by restraints on the head, trunk and legs with easy connections in the installation, and also has several ligaments to connect the injured.



*Environmental Work***CASE STUDY****Use Near miss Investigation Form**

We keen to involve employees in reporting any potential risk or situation that may affect the safety of the employees or the working environment. To encourage participation, a decision was made by the management review meeting for safety, with an incentive reward for the best risk models.

Near miss form requires data to be filled out by the employee indicating the location of the underlying risk, the reasons for its occurrence and the explanation of the losses that may result from it, as well as the recommendations taken to remove and control the underlying risk. HSE officials will study, evaluate and make recommendations to remove the underlying danger.

*Environmental Work***CASE STUDY****New Service Building**

Construction of a new service building in the Ethylene plant to provide suitable premises for the employees with an investment of approximately 6.5 M EGP. The new building benefited about 90 employees at various levels of employment.

*Environmental Work***CASE STUDY****Elevator in Crackers Unit**

We decide to install an elevator in thermal crackers unit with a height of 36 meters, which regulates the workers' efforts and gives the ability to perform the operation, maintenance, inspection and follow-up in less times.



“  
*Sidpec continuously improves the internal working environment of the company, ensuring the safety and security of employees, mainly in its decisions and investments, including the addition of many new equipment and buildings for the company's assets*  
 ”



## Performance in 2016

SER.	Indicator	
1	Our workforce total employees	1016
2	Percent of positions filled with internal candidates for manager level and above	12.91 %
3	Evaluation of our trainees toward the training program	90.25 %
4	CSR Programs	80 Trainees
5	Energy Programs	167 Trainees
6	HSE Programs	388 Trainees
7	Training Courses by SIDPEC	911 Trainees
8	leadership development programs	98 Trainees

## Objectives in 2017

▶ Energy Programs (200 trainees)

▶ Training Courses by SIDPEC (25 Programs)

▶ Leadership development programs (80 programs)

▶ Increase the response speed of the extinguisher (connect fire network to HSE building)

▶ Raising awareness of radiation hazards

▶ Zero accidents (continuous 2,025,072 hour)

▶ Raise the efficiency of the alarm system

▶ Application of 5S methodology in mechanical maintenance workshops



# ENVIRONMENT

## Our Approach

SIDPEC continues to apply its policies aimed at preserving the environment and do not taking any steps that would have any negative impact on the environment. Since its beginning, SIDPEC has adopted a clear vision reflecting its operational strategies, which among its priorities, maintain a clean environment and support the surrounding society with steps to ensure its sustainable development.

Based on this vision, the strategic decisions taken by the top management regarding the investments allocated to the projects required for the continuation of the production process are fully studied on the expected environmental impact of these projects and are approved only for projects that have a positive impact on the environment and surrounding society.





# WASTE

## *We manage our waste disposal*



### *Waste Disposal*

#### *Our Priorities*

Sidpec is keen to take care of protecting the environment of the surrounding community in starting from the selection of raw materials used and the end of the safe disposal of waste resulting from the company's various works.

The waste is collected according to the questionnaire form, after which the waste is managed according to the nature of the hazard, with the possibility of reducing it from the source or recycling, and finally the safe disposal.

In order to comply with the environmental protection, we contracted with the hazardous waste dump in Alexandria for disposal of waste, as well as contracting with a number of specialized companies in the field of waste transport and has approvals from EEAA to work in this field

To be compliance with the Egyptian Environmental Law in the disposal of hazardous solid waste. It has been disposed of by sending it to a hazardous waste landfill in Alexandria. We disposed about 120 tons including hexavalent chromium, molecular sieve, activated carbon, empty chemicals barrels and fluorescent lamps.

Other non-hazardous solid waste like waste paper and Wooden pallets is sold to other companies. We sold about 16 tons.

Our consumed oils are sold to El-Seham petroleum company with about 18 tons.





## *Waste Disposal*

### CASE STUDY

#### Papers Reduction & Recycling

HSE department submit an HSE bulletin aimed to aware the employees about their roles in papers reduction and wasted papers recycling used in our work.

We believe that ONE-ton paper recycling shall save about 17 trees, 1,500-liter oil, 28 m<sup>3</sup> water and reduce air pollutants with about 30 Kgs.

Our objectives in 2017 is to reduce our consumption with 25 % by several ways:

- Use electronic documentation;
- Copy/print in two faces;
- Use waste paper as a draft.

Also HSE department announced that waste papers shall be collected from all departments at the end of Nov. 2016 in order to send them to the other company responsible for paper recycling.

In order to rationalize the use of natural resources and reduce the use of paper in internal correspondence and contribute to the preservation of the environment, we expanded the applications of the electronic documentary cycle to include material request and engineering changes.

# ENERGY

*We increase our energy use efficiency*

7 AFFORDABLE AND  
CLEAN ENERGY



## *Our Priorities*

SIDPEC is committed to the foundations of cooperative and sustainable work and ethical behavior to promote human rights and social values which have a positive impact on the environmental field.

SIDPEC emphasizes the commitment of all employees in their activities to continuously improve performance through methodologies that elevate the energy system to sustainability, efficiency and business excellence.

SIDPEC is committed to the effective implementation of the energy management system to ensure optimum operation and sustainability by relying on the *effectiveness of planning*: it will define goals and objectives.

*Effective implementation*: the ability to transform strategic objectives into reality. *Teamwork*: Working in a multidisciplinary team unit.

SIDPEC is committed to the purchase and use of high energy efficiency products and services, and supports designs that improve energy performance.

SIDPEC is committed to compliance with laws and legislation related to energy use activities.

## *Challenges we face*

- Sharp changes in energy prices and lower profit margin and its impact on competitiveness in global markets.
- Compliance with the requirements of environmental protection laws.
- Increased impacts resulting from climate change
- Depreciation of equipment and units.
- Increased population growth, increased energy consumption per capita and its impact on industrial processes.
- The current energy supply and consumption is not sustainable for the interest of future generations.

## Energy Projects

### CASE STUDY

#### Change Steam Traps in polyethylene Plant

We change all steam traps in the APU during shut down in Jan 2016 with others have higher technological specifications.

The expected savings to be estimated with about 3-4 ton per hour of high pressure steam which shall be a positive impact on fuel consumption and some electrical consumption regarding auxiliary equipment.

*“According to international standard ISO 50001:2011, SIDPEC is committed to purchase steam traps have positive impact on energy efficiency”*

#### Benefits and Value Added

- Improve the effectiveness of operations through periodical maintenance and inspection for equipment.
- Reduce production costs.
- Reduce environmental impacts as a result of reduce fuel consumption and GHGs emissions.
- There is an actual saving with 1.2 % in firing fuel regarding utility boiler compared with baseline (about 4,500 MMKCal) which is equivalent to 650,000 EGP.



13 CLIMATE ACTION



## Energy Projects

### CASE STUDY

#### Replacement of lighting fixtures

Electrical department studied the replacement of fluorescent fixtures into LED ones in some areas of the production units and its surroundings, taken into account that the old fixtures can be used as spare parts for other locations.

Some projects are performed during 2016 (286 fixtures) and others planned to be in next years (600 fixtures).

*“The energy consumption of LED fixtures is equivalent to about half of the energy consumption of fluorescent ones, with a long life time of up to 50,000 hours of operation and higher brightness intensity than fluorescent fixtures”*



#### Benefits and Value Added

- Save about 400 MWh pa which is equivalent to about 250,000 EGP.
- Reduce electrical consumption, fuel consumption and GHGs emissions.





## Energy Projects

### CASE STUDY

#### Solar Cells

In line with the national trend for the use of renewable energy sources and the continuation in this regard by SIDPEC, the establishment of 2 solar power plants in 2015, a third plant capacity of 45 KW has been built to total capacity of the three units 105 KW.



#### Benefits and Value Added

- Total save of three cells is about 225 MWh pa which is equivalent to about 120,000 EGP.
- Reduce electrical consumption, fuel consumption and GHGs emissions.
- Change the culture of employees and raise awareness of the importance of assessing social responsibility to bear some expenses in order to provide quantities of electrical energy to the surrounding community.



### International Certificates and Awards



SIDPEC participated in one of the competitions organized by the Clean Energy Ministerial in March 2016, in which we presented a case study on our experience in implementing the energy management system and we were awarded “Energy Management Insight Award” in June 2016 as it is one of the 2016 Energy Management Leadership Awards. The case study was submitted on the Forum website for the purpose of disseminating our experience in implementing the EnMS around the world.

([http://www.cleanenergyministerial.org/Portals/2/pdfs/Sidpec\\_Egypt.pdf](http://www.cleanenergyministerial.org/Portals/2/pdfs/Sidpec_Egypt.pdf))

Six chemical engineers from Sidpec certified as “national expert in the EnMS from UNIDO” and were honored in April 2016 during the organization of first conference of the “**Kaffa campaign**”. The conference was also honored SIDPEC as one of the leading companies in the implementation of EnMS.



# WATER

*We optimize our water use*



## *Our Priorities*

As part of the our keenness to rationalize the consumption of resources and extension of the efforts exerted by the State in dealing with the problems faced by water shortage problem, Utilities department is keeping pace with these efforts and striving very hard to achieve the highest production while rationalizing consumption in available resources. We aimed to the followings:

- Reduces the cost of operation and maintenance.
- Improve feed water quality to all units.
- Decrease raw water consumption.
- Reduce power consumption.
- Reduce chemicals usage and reduce its impact.
- Increase equipment life time.
- Increase process productivity.
- Decrease shut down periods.





## Water Use

### CASE STUDY

#### Reduce 65 % of Water Blow Down in Cooling Towers

Flow rate of cooling water return was 200 m<sup>3</sup>/h in order to maintain TDS concentration in the cooling water circuit. According to cooling water chemical treatment program, the cycle of concentration is 1.8-2.2.

Refer to the vendor, we raised cycle of concentration to be 4 and we reduced blow down flow rate from 200 to 70 m<sup>3</sup>/hr. we are always monitoring the specifications and operating conditions.



#### Benefits and Value Added

- Save about one million cubic meter of used treated raw water pa equivalent to 20 % of consumption.
- Reduce about 20 % of chemicals used in pretreatment unit (about 65,000 EGP).
- Reduce chemicals used in cooling towers (about 1 M EGP).
- Reduce 200 MWh pa power consumption of effluent water pumps equivalent to 115,000 EGP.
- Reduce operating hours of effluent water pumps (about 1500 hr.).
- Reduce environmental impacts as a result of reducing water disposal.
- Total savings are 1.2 M EGP.





### Water Use

## CASE STUDY

### Reduce 80 % of Water Blow Down in utility Boiler

We reduce the blow down in boiler from 2.76 m<sup>3</sup>/hr to 0.5 m<sup>3</sup>/hr without any changes in chemical treatment program, operating hours or specifications.

### Benefits and Value Added

- Save about 1.2 M EGP pa as a result of reduce firing fuel gas, chemicals and demi water.
- Save about 600,000 cubic meter of firing fuel gas (20,000 MMBtu).
- Reduce environmental impacts equivalent to 650,000 m<sup>3</sup> of CO<sub>2</sub>.



## Water Use

### CASE STUDY

#### Reuse backwash and water rinse in sand filters

The outlet of backwash regarding sand filters is disposed to effluent sump. Also to maintain their performance, they run on rinse mode till put them in service, these rinsed water is disposed also to effluent sump.

We issued engineering change in order to reuse these disposed water into pretreatment unit.

#### Benefits and Value Added

- Save about one 600,000 m<sup>3</sup> of used treated raw water pa equivalent to 12 % of consumption.
- Save about 35,000 EGP of used chemicals equivalent to 12 % of consumption.
- Reduce 150 MWh pa power consumption of effluent water pumps equivalent to 85,000 EGP.
- Reduce operating hours of effluent water pumps (about 1000 hr).
- Reduce environmental impacts as a result of reducing water disposal.
- Total savings are 120,000 EGP.



14 LIFE  
BELOW WATER





## Performance in 2016

SER.	Indicator	
1	Waste Disposal	148.150 Ton
2	Saved Electrical Consumption	2,172 MWh
3	Saved Fuel Gas Consumption	4,078 MMKCal
4	GHGs Emissions Reduction	6,000 Ton CO <sub>2</sub>
5	Saved Energy Cost	1.6 M EGP
6	Saved Raw Water Consumption	1.6 Million M <sup>3</sup>
7	Saved Chemicals due to water use reduction	1.1 M EGP
8	Saved Electrical Consumption due to water use reduction	350 MWh
9	Saved Cost due to Water use reduction	2.5 M EGP

## Objectives in 2017

Saved Electrical Consumption by 1%

Saved Fuel Gas Consumption by 1 %

Replace 76 of HP sodium 150 W EX lighting fixtures with 60 W EX LED ones

Start Commissioning and start-up of CO<sub>2</sub> unit

Install CEMS on boilers and cracking heaters

Perform Environmental measurements in production units



# SOCIETY

## Our Approach

*Since its establishment, SIDPEC has been supported the main communities associated with them and identified these communities by holding meetings with the local government authorities and conducting cooperation protocols with them to identify the required needs and support areas.*





# SOCIETY NEEDS

*We provide the requirements of our surrounded society*

## *Our Priorities*

Our contribution to society is in the form of programs and activities that benefit the society as a whole away from achieving any interests.

Our Social contribution is not only about the size of financial contributions, but about the extent to which sustainable social programs and projects meet societal needs of the highest priority.

We prioritized our programs, projects, sponsorships and charitable contributions, in line with the strategic objectives of social responsibility, focusing on education, health care, community development, and environmental protection.



## Energy Conservation Campaign

### Under the slogan

### "Lower bill for a better life"



*"As a result of the economic challenges facing the society and the pressures experienced by the citizen, Ministry of petroleum, EChEM, SIDEPC and ETHYDCO have been keen to organize a campaign to reduce electrical consumption and change the pattern of consumption among citizens in the surrounded community"*

#### Society Needs

#### CASE STUDY

##### Lower bill for a better life Campaign

This campaign has taken the slogan of "lower bill for a better life", focusing on changing the lighting technology used and following the principles of rational energy conservation in the El-Nahda land area by replacing the higher-consumption bulbs with lower-consumption LED bulbs.

The campaign started on November 19, 2016. Four community facilities were focused in three villages around El-Nahda Land area which are: *Abu Simbel-1, Abu Simbel - 2, and El-Karnak.*

The main objectives are reducing the economic burden on the state and citizens.

17 PARTNERSHIPS  
FOR THE GOALS



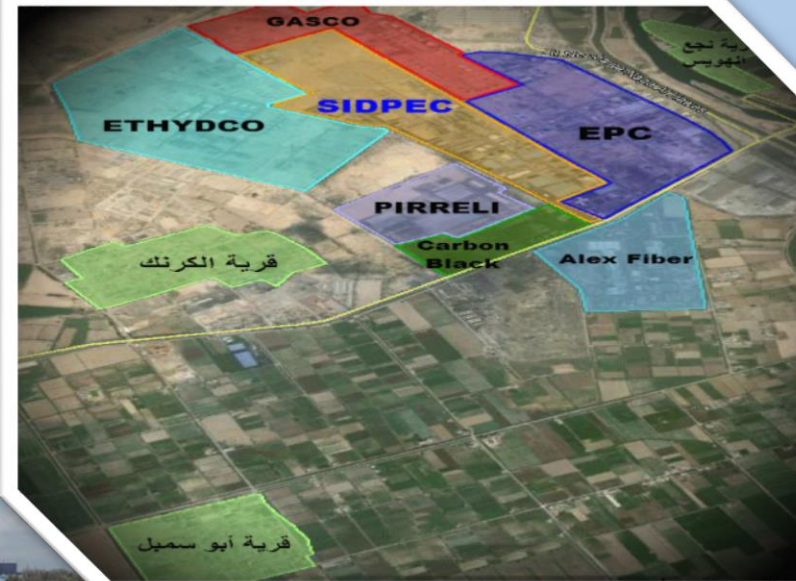
### *Lower bill for a better life Campaign*

#### Our Surrounding Villages in Figures

Abu Simbel-1 has 370 houses with about 8,000 inhabitants.

Abu Simbel-2 has 406 houses with about 6,000 inhabitants.

El-Karnak has 90 houses with about 5,000 inhabitants.





### Lower bill for a better life Campaign

#### Campaign Activities- Houses

The campaign was based on the concept of benefiting from natural lighting as much as possible with the use of LED lamps and explaining the savings achieved, reduction the risk of power outages and fluctuation of electricity, protection of electricity networks and transformers in villages, and the reflection on the protection of electrical appliances in homes.



“  
One of citizens said that he has 8 lamps and  
pays about 80 EGP per month regarding his  
electrical consumption  
”



### *Lower bill for a better life Campaign*

#### **Campaign Activities- Schools**

It was necessary to convey the idea and to educate children in schools about the importance of changing the ordinary light bulbs to the available LED lamps. Through several meetings with school children, there was a response and welcome to the idea and awareness of the importance of this and its impact on their lives. Field visits were made to the schools of Denshway and Ibrahim Khader where an animation film was shown to the students explaining the importance of rationalizing electrical consumption.



### *Lower bill for a better life Campaign*

#### **Campaign Activities- Youth Centers**

All lighting fixtures were replaced in the Abu Simbel-1 Village's Youth center with awareness of the importance of rationalizing consumption and its impact on the youth.



**11** SUSTAINABLE CITIES  
AND COMMUNITIES





*Lower bill for a better life Campaign***Campaign Activities- Youth Centers**

The imams of the mosques in the region raised awareness of citizens during the Friday sermons and the definition of the campaign and its importance in rationalizing the consumption of electricity.



11 SUSTAINABLE CITIES AND COMMUNITIES

*Lower bill for a better life Campaign***Campaign Activities**

Other activities were achieved during this campaign as it performed during the winter season:

- Distribution of 1,300 blankets covers all families.
- Distribution of 1,300 pullover for the students.



### Benefits and Value Added

Expected Total Savings resulting from this Campaign:

- ✚ No. of LED Lamps: **12,000 Lamps**
- ✚ Actual Saving/lamp: **91 Watt**
- ✚ Average Daily Operation: **8 Hours**
- ✚ Expected Saving of electricity/year: **3,000 MWh**
- ✚ Expected saving of used fuel/year: **15 Million cubic meter of natural gas**

***This is equivalent to 2.6 M U\$ /year***

***"This is a financial returns to our country"***

*"This campaign shall save about 50 EGP/Month  
for each family and about 600 EGP/year"*





*Society Needs***CASE STUDY****Rehabilitation of the El-Nahda Main Road**

Contribution from Sidpec to the development of the surrounding society and reflect the implementation of the principles of sustainable development, the company has carried the largest contribution to the rehabilitation and development of the main road of El-Nahda (20% of the total cost) in addition to supervision of implementation.

This road serves many companies and residents of the region where this will achieve the development of a tangible economic return by facilitate the transfer of raw materials and products of the company, the provision of fuel and time to get to and from the company and the surrounding area, in addition to the development of this road it shall maintain the safety of the residents of the region and the health of the company's employees.

Road construction began in 2016 and road rehabilitation work was completed in November 2016.

In April 2017, Minister of Petroleum, accompanied by Governor of Alexandria, inaugurated the road of Al Nahda in El-Amerya area in Alexandria after finishing its development work and raising its efficiency.

**11** SUSTAINABLE CITIES  
AND COMMUNITIES




### Society Needs

#### Other continuous contribution

Supporting charities in the surrounding area and beyond to ensure that they continue to perform their social role. The number of associations supported by more than 60 associations and charitable organizations.

Supporting universities through the organization of the charity market for students, allocation of cash to pay school expenses on behalf of the needy, and allocation of cash to support schools to qualify them to do their role by providing them with the necessary equipment aimed at the quality of the educational process.

Donation to government hospitals serving the limited and the non-income, and national nature projects such as Hospital 57357 for the treatment of childhood cancer. Continuing to help the urgent sick cases of the people, which resort to the company seeking treatment by depositing cash in the free treatment fund located in a charity hospital in the region in accordance with the protocol of cooperation. Support for people with special needs, such as blind associations and the small industries school for people with special needs. Community and Humanitarian Participation of Orphans in Orphan Day Celebrations.



**OUR TOTAL INVESTMENTS  
in social contribution during 2016**

**9,168,737 EGP**

# SUSTAINABILITY INITIATIVES

*We sponsor initiatives affecting on sustainability*

## *Our Priorities*

We are supporting any community participation affecting on sustainability by:

- Create the necessary climate that enable other organizations to reach a balance between the achievement of profits and the requirements of community responsibility.
- Participate in events dealing with development issues and initiate the relevant initiatives and our experiences in field of sustainability.



17 PARTNERSHIPS  
FOR THE GOALS



17 PARTNERSHIPS  
FOR THE GOALS

## Sustainability Initiatives

### CASE STUDY

#### MOPCO has a certificate in EnMS (Sidpec's role)

Despite the end of the peer-to-peer support program for the rehabilitation of petrochemical companies to implement the energy management system as early as 2016, SIDPEC continued to support these companies, especially those who were planning to obtain a certificate of conformity with the international standard ISO 50001: 2011.

Of these companies, Mopco took earlier this year the procedures for obtaining this certificate. Despite the existence of operational problems at Mopco plants and the change of the energy management representative at the end of the project, Sidpec continued to communicate with the new management representative and exchanged visits with him to provide technical support and follow up the development of the application of the system and try to remove obstacles.

We conducted an internal audit of the energy management system as one of the procedures to be undertaken prior to the external audit, and a report was presented explaining the points of improvement and the cases of non-compliance detected.

At the end of 2016, Mopco was able to obtain a certificate of compliance with the energy management system ISO 50001: 2011 thanks to the support provided by SIDPEC, whether moral or technical support.

“MOPCO is the 1<sup>st</sup> company have got ISO 50001 among the participating companies in the Peer-to-Peer program, the 1<sup>st</sup> fertilizer company in Egypt, the 24<sup>th</sup> company in Egypt, and the 11,986<sup>th</sup> in the world.”





### Benefits and Value Added



Reduce Energy Consumption

**70 Million** KWh



Reduce GHGs Emissions

**28 Million** Kg



## Certificate of Registration

**Intertek**

This is to certify that the Energy Management System of

**Misr Fertilizers Production Company**

Main site: Public Free Zone, Damietta, Egypt

has been assessed and registered by Intertek as conforming to the requirements of

**ISO 50001:2011**

The energy management system is applicable to

*Production of Ammonia and Urea Fertilizers.*

Certificate Number: 0058305-00  
Initial Certification Date: 3 January 2017  
Certificate Issue Date: 3 January 2017  
Certificate Expiry Date: 2 January 2020

Thomas Andersson, CEO  
Intertek Certification AB  
P.O. Box 1103, SE-164 22 Kista, Sweden

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The certificate remains the property of Intertek, to whom it must be returned upon request.



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## Sustainability Initiatives

### CASE STUDY

#### A seminar

#### “Promoting sustainable development in industrial companies”

The Alexandria Businessmen Association invited CEO of SIDEPC to hold a seminar on 9 August 2016 to discuss our initiatives in promoting sustainable development. The presentation dealt with the concept of social responsibility, the principles of the Global Compact for Sustainable Development, the areas of social responsibility and methods of implementation.

The seminar was attended by a number of companies interested in sustainability issues as well as the deans of the Faculty of Science, Alexandria University, the Faculty of Engineering, Energy and Petrochemicals at the Egyptian Japanese University, as well as the relevant civil society institutions.

This seminar is part of a series of awareness seminars on sustainability issues and corporate citizenship to encourage and push companies to adopt a policy that addresses the principles of citizenship and community responsibility through a sustainable approach.

17 PARTNERSHIPS  
FOR THE GOALS



*Sustainability Initiatives***CASE STUDY**A Conference**"Industrial Water Conservation and treatment"**

The Regional Office of the Arab Organization for Industrial Development and Mining prepared and organized the Arab conference on "Treatment, Recycling and conserving Water Consumption in Industry" at the Arab League headquarters during the period 26-28 April 2016 in cooperation with SIDPEC, Abo Quir for Fertilizers, environmental management, housing, water resources and sustainable development in the Arab League and under the honorary chairmanship of Environmental Minister of Egypt.

Four sessions and 17 papers were presented during the conference highlighting the most important methods of rationalization and treatment of water in industry, methods of integrated management of water resources, challenges and obstacles, successful experiences of Arab companies.

**17** PARTNERSHIPS  
FOR THE GOALS



***SIDPEC's CEO foreword***

During the opening of conference, CEO of sidpec submit a word. He stressed on the need for the Arab countries to pay attention to sustainable development through the initiative of sustainable development of the Arab region adopted by the Council of Arab Ministers responsible for environmental affairs and the need for the countries of the region to adopt industrial policies to rationalize water consumption in industries to reduce the negative developmental effects arising from industrial growth. The existence of an integrated system of legislation and raising awareness and activation of laws and regulations and the establishment of incentives calculated and fair so as not to burden the entire company alone.

**Benefits and Recommendations**

- Updating national policies and adopting the concept of integration of water, energy and food, taking into account the objectives of sustainable development.
- Direct investments to the scientific research sector and promote cooperation between industrial and research centers, encourage innovation to acquire the technologies used in processing and reuse.
- Inviting banking institutions to support projects for the treatment of industrial waste and rationalization of water consumption.
- Activate the laws and regulations governing the use of water and study the environmental impact before the establishment of any new plants.
- Raising the level of awareness and instilling social responsibility among young people and focusing on the role of the family and members of society through awareness campaigns in schools and places of worship.

# EDUCATION

*We develop capacity for future generations*



## *Our Priorities*

SIDPEC took great interest in youth as the driving force of change, raising their practical ability is an effective way to overcome the challenges of the present and to embark on a bright and promising future for our new Egypt.

We believe that the labor market relies mainly on human capital as it considered the real effect of increasing the value of the final productivity, so we are working to deliver outputs that harmonize with the needs of society and the market.

We provide Practical training for the university students in order to connect the theoretical study with the practical reality and identify the work environment and atmosphere and put them in the test of the real abilities and the disclosure of strengths and weaknesses, Which is a necessity for all students to have a significant impact in qualifying them to succeed in their careers after graduation and the great benefit of honing their various skills, including the ability to deal with others and teamwork.



## Education

### Summer Training

SIDPEC offer a wide range of internship opportunities across job categories.

Our internships provide students with the opportunity to do “real work” alongside our talented full-time employees and to gain first-hand experience with a leading petrochemical company.

Many of our internships also provide broad exposure to the company through formal orientation meetings and session with senior leaders as well as a variety of development opportunities through training.

In 2016 approximately 274 students attended summer training (50 hour practical training).

4 QUALITY  
EDUCATION



## Education

### Contractors (Safe Driving Training)

The drivers of the contractor for the transfer of employees within the company and 104 drivers were trained on the safe driving program. The program was divided into:

- Theoretical training on how to drive and how to test tires.
- Practical training on the use of extinguishers and extinguishing the actual fire.

The impact of this training extends to the external community where the drivers live. This training is done by the company to correct the behavioral habits of the trainees and thus reduce the road accidents and the consequent financial and human losses.

4 QUALITY  
EDUCATION





## Education

### CASE STUDY

#### A Site Visit

#### "Pharos University to SIDPEC"



In the framework of the integration of theoretical and applied studies, represented in the production units, the Department of Petrochemical Engineering at Pharos University organized a field trip to Sidi Kerir Petrochemical Company (Sidpec) on Tuesday, November 1, 2016 in the presence of a number of faculty members and students of the department. The company's production units were inspected, product testing labs. Sidpec believes that such visits qualify future generations to enter the petrochemical industry in Egypt by connecting the theoretical side with the practical one.



## Education

### CASE STUDY

#### A Seminar

#### “Energy Management System”

SIDPEC belief that it is important to transfer knowledge and experience, SIDEPC presented for the third consecutive year a lecture regarding energy management system on August 16, 2016 For the members of the Egyptian Association of Science and Scientists, the presentation highlights the current situation of energy consumption in Egypt and future plans developed by the State, also submit the SIDEPC's experience in implementing the energy management system and its benefits.



## Performance in 2016

SER.	Indicator	
1	Distribution of Ramadan food packages and Meat	1.4 M EGP
2	Subsidies for schools, universities and scientific research	870,000 EGP
3	Subsidies of public and private hospitals	772,000 EGP
4	Support for orphans and the disabled	64,000 EGP
5	Subsidies for syndicates and associations	325,000 EGP
6	Subsidies for Roads	2.7 M EGP
7	Subsidies for Awareness Campaigns for energy, natural gas and petroleum products	2.4 M EGP
8	Support annual Quran (Reading) Competition	250,000 EGP
9	Subsidies for Districts	256,000 EGP
10	Summer Training	274 Students



## Objectives in 2017

Development Projects through charities (200,000 EGP)

Subsidies for Surrounded Villages (3.4 M EGP)

Support for orphans and the disabled (1 M EGP)

Subsidies for schools, universities (800,000 EGP)

Subsidies for Hospitals (2.5 M EGP)

Summer Training (220 Students)

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