Communication on Progress

Aramex Annual report 2015

Participant

Aramex Tanzania Limited

Published

2016/10/03

Time period

Files

📄 aramex_annul_report_2015.pdf (English)

Links

https://reports.aramex.org/2015/report/ (English)

Format

Part of an annual (financial) report

Differentiation Level

This COP qualifies for the Global Compact Advanced level

Self-assessment

✔ Includes a CEO statement of continued support for the UN Global Compact and its ten principles

✔ Description of actions or relevant policies related to Human Rights

✔ Description of actions or relevant policies related to Labour

- ✔ Description of actions or relevant policies related to Environment

- ✔ Description of actions or relevant policies related to Anti-Corruption

- ✔ Includes a measurement of outcomes

- ✔ Meets all criteria for the GC Advanced level

Verification
and Transparency

How is the accuracy and completeness of information in your COP assessed by a credible third-party?

- ✔ Information is assured by independent assurors (e.g., accounting or consulting firm) using their own proprietary methodology

- ✔ Information is assured by independent assurors (e.g., accounting or consulting firm) against recognized assurance standard (e.g., ISAE3000, AA1000AS, other national or industry-specific standard)

The COP describes any action(s) that the company plans to undertake by its next COP to have the credibility of the information in its COP externally assessed, including goals, timelines, metrics, and responsible staff

Information is reviewed by multiple stakeholders (e.g., representatives of groups prioritized in stakeholder analysis)

Information is reviewed by a panel of peers (e.g., members of the same industry, competitors, benchmarked leaders, others organized via Global Compact Local Network)

Other established or emerging best practices

The COP incorporates the following high standards of transparency and disclosure:

- ✔ Is 'in accordance - comprehensive' with GRI Standards

Applies the GRI Sustainability Reporting Guidelines or the GRI Standards

Is 'in accordance - core' with GRI Standards

Applies elements of the International Integrated Reporting Framework

Provides information on the company's profile and context of operation

Strategy, Governance
and Engagement

Criterion 1: The COP describes mainstreaming into corporate functions and business units

- ✔ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff

- ✔ Place responsibility for execution of sustainability strategy in relevant corporate functions (procurement, government

affairs, human resources, legal, etc) ensuring that no function is conflicting with company sustainability commitments and objectives

✔ Align strategies, goals and incentive structures of all business units and subsidiaries with corporate sustainability strategy

✔ Assign responsibility for corporate sustainability implementation to an individual or group within each business unit and subsidiary

✔ Design corporate sustainability strategy to leverage synergies between and among issue areas and to deal adequately with trade-offs

✔ Ensure that different corporate functions coordinate closely to maximize performance and avoid unintended negative impacts

Other established or emerging best practices

Criterion 2: The COP describes value chain implementation

✔ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff

✔ Analyze each segment of the value chain carefully, both upstream and downstream, when mapping risks, opportunities and impacts

✔ Communicate policies and expectations to suppliers and other relevant business partners

✔ Implement monitoring and assurance mechanisms (e.g. audits/screenings) for compliance within the company's sphere of influence

✔ Undertake awareness-raising, training and other types of capacity building with suppliers and other business partners

Other established or emerging best practices

Human Rights

Criterion 4: The COP describes effective management systems to integrate the human rights principles

✔ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff

✔ Process to ensure that internationally recognized human rights are respected

✔ On-going due diligence process that includes an assessment of actual and potential human rights impacts (BRE 2 + BRE 3 + ARE 2 + ARE 3)

- ✔ Internal awareness-raising and training on human rights for management and employees

- ✔ Operational-level grievance mechanisms for those potentially impacted by the company's activities (BRE 4 + ARE 4)

- ✔ Allocation of responsibilities and accountability for addressing human rights impacts

- ✔ Internal decision-making, budget and oversight for effective responses to human rights impacts

- ✔ Processes to provide for or cooperate in the remediation of adverse human rights impacts that the company has caused or contributed to (BRE 3+ BRE 4 + ARE3 + ARE 4)

- ✔ Process and programs in place to support human rights through: core business; strategic philanthropic/social investment; public policy engagement/advocacy; partnerships and/or other forms of collective action (BRE 6 + ARE 6)

Other established or emerging best practices

Criterion 5: The COP describes effective monitoring and evaluation mechanisms of human rights integration

- ✔ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff

- ✔ System to monitor the effectiveness of human rights policies and implementation with quantitative and qualitative metrics, including in the supply chain (BRE3 + ARE3)

- ✔ Monitoring draws from internal and external feedback, including affected stakeholders

- ✔ Leadership review of monitoring and improvement results

- ✔ Process to deal with incidents the company has caused or contributed to for internal and external stakeholders (BRE 4 + ARE 4)

- ✔ Grievance mechanisms that are legitimate, accessible, predictable, equitable, transparent, rights-compatible, a source of continuous learning, and based on engagement and dialogue (BRE4 + ARE4)

- ✔ Outcomes of integration of the human rights principles

Other established or emerging best practices

Criterion 3: The COP describes robust commitments, strategies or policies in the area of human rights

- ✔ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff

- ✔ Commitment to comply with all applicable laws and respect internationally recognized human rights, wherever the company operates (e.g., the Universal Declaration of Human Rights, Guiding Principles on Human Rights) (BRE1 + ARE1)

- ✔ Integrated or stand-alone statement of policy expressing commitment to respect and support human rights approved at the most senior level of the company (BRE 1 + BRE5 + ARE 1 + ARE 5)

- ✔ Statement of policy stipulating human rights expectations of personnel, business partners and other parties directly linked to operations, products or services (BRE 1)

- ✔ Statement of policy publicly available and communicated internally and externally to all personnel, business partners and other relevant parties (BRE 1 + BRE 5 + ARE 1 + ARE 5)

Other established or emerging best practices

Labour

Criterion 8: The COP describes effective monitoring and evaluation mechanisms of labour principles integration

- ✔ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff

- ✔ System to track and measure performance based on standardized performance metrics

- ✔ Dialogues with the representative organization of workers to regularly review progress made and jointly identify priorities for the future

- ✔ Audits or other steps to monitor and improve the working conditions of companies in the supply chain, in line with principles of international labour standards

- ✔ Process to positively engage with the suppliers to address the challenges (i.e., partnership approach instead of corrective approach) through schemes to improve workplace practices

- ✔ Outcomes of integration of the Labour principles

Other established or emerging best practices

Criterion 6: The COP describes robust commitments, strategies or policies in the area of labour

- ✔ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff

- ✔ Reference to principles of relevant international labour standards (ILO Conventions) and other normative international instruments in company policies

- ✔ Reflection on the relevance of the labour principles for the company

- ✔ Written company policy to obey national labour law, respect principles of relevant international labour standards in worldwide company operations and engage in dialogue with representative organization of the workers (international,

sectoral, national).

- ✔ Inclusion of reference to the principles contained in the relevant international labour standards in contracts with suppliers and other relevant business partners

- ✔ Specific commitments and Human Resources policies, in line with national development priorities or decent work priorities in the country of operation

- ✔ Structural engagement with a global union, possibly via a Global Framework Agreement

- ✔ Participation and leadership by employers' organizations (international and national) to jointly address challenges related to labour standards in the countries of operation, possibly in a tripartite approach (business – trade union – government).

Other established or emerging best practices

Criterion 7: The COP describes effective management systems to integrate the labour principles

- ✔ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff

- ✔ Risk and impact assessments in the area of labour

- ✔ Dialogue mechanism with trade unions to regularly discuss and review company progress in addressing labour standards

- ✔ Allocation of responsibilities and accountability within the organization

- ✔ Internal awareness-raising and training on the labour principles for management and employees

- ✔ Grievance mechanisms, communication channels and other procedures (e.g., whistleblower mechanisms) available for workers to report concerns, make suggestions or seek advice, designed and operated in line with the representative organization of workers

Active engagement with suppliers to address labour-related challenges

Other established or emerging best practices

Environment

Criterion 11: The COP describes effective monitoring and evaluation mechanisms for environmental stewardship

- ✔ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff

- ✔ System to track and measure performance based on standardized performance metrics

- ✔ Leadership review of monitoring and improvement results

- ✔ Process to deal with incidents

- ✔ Audits or other steps to monitor and improve the environmental performance of companies in the supply chain

- ✔ Outcomes of integration of the environmental principles

Other established or emerging best practices

Criterion 10: The COP describes effective management systems to integrate the environmental principles

- ✔ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff

- ✔ Environmental risk and impact assessments

- ✔ Assessments of lifecycle impact of products, ensuring environmentally sound management policies

- ✔ Allocation of responsibilities and accountability within the organisation

- ✔ Internal awareness-raising and training on environmental stewardship for management and employees

- ✔ Grievance mechanisms, communication channels and other procedures (e.g. whistleblower mechanisms) for reporting concerns or seeking advice regarding environmental impacts

Other established or emerging best practices

Criterion 9: The COP describes robust commitments, strategies or policies in the area of environmental stewardship

- ✔ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff

- ✔ Reference to relevant international conventions and other international instruments (e.g. Rio Declaration on Environment and Development)

- ✔ Reflection on the relevance of environmental stewardship for the company

- ✔ Written company policy on environmental stewardship

- ✔ Inclusion of minimum environmental standards in contracts with suppliers and other relevant business partners

- ✔ Specific commitments and goals for specified years

Other established or emerging best practices

Anti-Corruption

Criterion 13: The COP describes effective management systems to integrate the anti-corruption principle

✔ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff

✔ Support by the organization's leadership for anti-corruption (B4)

✔ Carrying out risk assessment of potential areas of corruption (D3)

✔ Human Resources procedures supporting the anti-corruption commitment or policy, including communication to and training for all employees (B5 + D8)

✔ Internal checks and balances to ensure consistency with the anti-corruption commitment (B6)

✔ Actions taken to encourage business partners to implement anti-corruption commitments (D6)

✔ Management responsibility and accountability for implementation of the anti-corruption commitment or policy (D7)

✔ Communications (whistleblowing) channels and follow-up mechanisms for reporting concerns or seeking advice (D9)

✔ Internal accounting and auditing procedures related to anticorruption (D10)

Other established or emerging best practices

Criterion 14: The COP describes effective monitoring and evaluation mechanisms for the integration of anti-corruption

✔ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff

✔ Leadership review of monitoring and improvement results (D12)

✔ Process to deal with incidents (D13)

✔ Public legal cases regarding corruption (D14)

✔ Use of independent external assurance of anti-corruption programmes (D15)

✔ Outcomes of integration of the anti-corruption principle

Other established or emerging best practices

Criterion 12: The COP describes robust commitments, strategies or policies in the area of anti-corruption

✔ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff

✔ Publicly stated formal policy of zero-tolerance of corruption (D1)

✔ Commitment to be in compliance with all relevant anti-corruption laws, including the implementation of procedures to know the law and monitor changes (B2)

✔ Statement of support for international and regional legal frameworks, such as the UN Convention against Corruption (D2)

✔ Detailed policies for high-risk areas of corruption (D4)

✔ Policy on anti-corruption regarding business partners (D5)

Other established or emerging best practices

UN Goals and Issues

Criterion 15: The COP describes core business contributions to UN goals and issues

✔ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff

✔ Align core business strategy with one or more relevant UN goals/issues

✔ Develop relevant products and services or design business models that contribute to UN goals/issues

✔ Adopt and modify operating procedures to maximize contribution to UN goals/issues

Other established or emerging best practices

Criterion 16: The COP describes strategic social investments and philanthropy

✔ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff

✔ Pursue social investments and philanthropic contributions that tie in with the core competencies or operating context of the company as an integrated part of its sustainability strategy

✔ Coordinate efforts with other organizations and initiatives to amplify—and not negate or unnecessarily duplicate—the efforts of other contributors

- ✔ Take responsibility for the intentional and unintentional effects of funding and have due regard for local customs, traditions, religions, and priorities of pertinent individuals and groups

Other established or emerging best practices

Criterion 18: The COP describes partnerships and collective action

- ✔ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff

- ✔ Develop and implement partnership projects with public or private organizations (UN entities, government, NGOs, or other groups) on core business, social investments and/or advocacy

- ✔ Join industry peers, UN entities and/or other stakeholders in initiatives contributing to solving common challenges and dilemmas at the global and/or local levels with an emphasis on initiatives extending the company's positive impact on its value chain

Other established or emerging best practices

Criterion 17: The COP describes advocacy and public policy engagement

- ✔ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff

- ✔ Publicly advocate the importance of action in relation to one or more UN goals/issues

- ✔ Commit company leaders to participate in key summits, conferences, and other important public policy interactions in relation to one or more UN goals/issues

Other established or emerging best practices

Governance

Criterion 19: The COP describes CEO commitment and leadership

- ✔ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff

- ✔ CEO leads executive management team in development of corporate sustainability strategy, defining goals and overseeing implementation

- ✔ CEO publicly delivers explicit statements and demonstrates personal leadership on sustainability and commitment to the UN Global Compact

- ✔ CEO promotes initiatives to enhance sustainability of the company's sector and leads development of industry standards

- ✔ Make sustainability criteria and UN Global Compact principles part of goals and incentive schemes for CEO and

executive management team

Other established or emerging best practices

Criterion 21: The COP describes stakeholder engagement

✔ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff

✔ Publicly recognize responsibility for the company's impacts on internal and external stakeholders

✔ Define sustainability strategies, goals and policies in consultation with key stakeholders

✔ Consult stakeholders in dealing with implementation dilemmas and challenges and invite them to take active part in reviewing performance

✔ Establish channels to engage with employees and other stakeholders to hear their ideas and address their concerns

Other established or emerging best practices

Criterion 20: The COP describes Board adoption and oversight

✔ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff

✔ Board of Directors (or equivalent) assumes responsibility and oversight for long-term corporate sustainability strategy and performance

✔ Board establishes, where permissible, a committee or assigns an individual board member with responsibility for corporate sustainability.

✔ Board (or committee), where permissible, approves formal reporting on corporate sustainability (Communication on Progress)

Other established or emerging best practices

Sustainable Development Goals

Which of the following Sustainable Development Goals (SDGs) do the activities described in your COP address? [Select all that apply]

SDG 1: End poverty in all its forms everywhere

SDG 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture

SDG 3: Ensure healthy lives and promote well-being for all at all ages

✔ SDG 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

✔ SDG 5: Achieve gender equality and empower all women and girls

SDG 6: Ensure availability and sustainable management of water and sanitation for all

SDG 7: Ensure access to affordable, reliable, sustainable and modern energy for all

SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

SDG 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

SDG 10: Reduce inequality within and among countries

SDG 11: Make cities and human settlements inclusive, safe, resilient and sustainable

SDG 12: Ensure sustainable consumption and production patterns

✔ SDG 13: Take urgent action to combat climate change and its impacts

SDG 14: Conserve and sustainably use the oceans, seas and marine resources for sustainable development

SDG 15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

✔ SDG 17: Strengthen the means of implementation and revitalize the global partnership for sustainable development

With respect to your company's actions to advance the Sustainable Development Goals (SDGs), the COP describes: [Select all that apply]

Opportunities and responsibilities that one or more SDGs represent to our business

Where the company's priorities lie with respect to one or more SDGs

✔ Goals and indicators set by our company with respect to one or more SDGs

How one or more SDGs are integrated into the company's business model

✔ The (expected) outcomes and impact of your company's activities related to the SDGs

✔ If the companies' activities related to the SDGs are undertaken in collaboration with other stakeholders

Other established or emerging best practices

Note: Responsibility for the content of participants' public communication related to the Global Compact principles and their implementation lies with participants themselves and not with the UN Global Compact Office.

Help us transform the world through business

CONTRIBUTE TODAY

SIGN UP FOR OUR BULLETIN

HAVE A QUESTION?

Frequently Asked Questions
Contact Us

FOLLOW US

QUICKLINKS

The Ten Principles
Sustainable Development Goals
Our Participants
All Our Work
What You Can Do
Careers & Opportunities
Join Now
Submit your CoP

Tweets by @globalcompact

United Nations
Privacy Policy
Cookies Policy
Copyright
Photo Credits