

NOMINATION FORM: Global Business & Interfaith Peace Awards

Note: Nominations are open to CEOs (present or past) of companies who have championed interfaith understanding and peace.

Nominee Contact Information

1. Nominee Full Name: Tunc Ozkan
2. Corporate Title: Chairman
3. Company Name: Work Environment Foundation “WEF”
4. Company Headquarters Location (Country): Egypt
5. Engagement with the UN Global Compact and/or the Religions Freedom & Business Foundation*
 - Company is a signatory of the UN Global Compact
 - Company has joined Business for Peace
 - Company has signed the Religious Freedom & Business Foundation’s pledge to protect freedom of religion
 - Company intends to join one or more of the initiatives listed above in the next six months, please specify [Click here to enter text.](#)

* Nominees are invited to:

1. join the [UN Global Compact](#) and its [Business for Peace](#) platform and,
2. make the Religious Freedom & Business Foundation's [corporate pledge to protect freedom of religion or belief](#) (FoRB)

Nominator Contact Information

1. Nominator Full Name: Abeer Taha
2. Corporate Title: Foundation Manager
3. Company Name: Work Environment Foundation “WEF”
4. Email Address: ataha@wef.com.eg
5. Phone Number: +201222272773
6. Relationship to the Nominee: My boss

Please submit a Biography of the Nominee (max 200 words)

Mr. TUNÇ ÖZKAN is a Turkish businessman , born on 1966 . Mr.Ozkan has BSc in Mechanical Engineering and MBA from Bogazici University, Istanbul.

Having a vast experience cultivated over years in in different fields off trade and textiles he has witnessed the challenges companies are exposed in order to sustain and grow their business.

Therefore he has embarked on a quest to create a model industrial park in Egypt that can assist manufacturers to compete in global markets while improving the society and environment around them.

PROFESSIONAL EXPERIENCES

Work Environment Foundation WEF

Chairman : Managing The SR and contribution for community development specialized on blue collars ethical behavior development

Polaris Zamil Industrial Park (PZIP) September 2009 – Ongoing / Cairo “Chairman “

Main Role : Managing development of environmental industrial park established on 1.100.000 square meters

Polaris International Industrial Parks (PIIP) October 2007 -Ongoing / Cairo “Chairman “

Main Role : Managing development of an industrial park established on 2.000.000 square meters.

***Polaris Foreign Investments Company** March 2007 -Ongoing / Istanbul “Chairman “*

***Polaris Textile** Jan 1994 -2011 / Istanbul “Chairman “*

***ialteks** February 1991 – December 1993 / Istanbul*

Information about the policy, programme or initiative

1. Please describe a policy, programme or initiative that the Nominee has launched or spearheaded to advance the company’s efforts to champion interfaith understanding and peace (max 300 words)

Mr. Tunc “chairman of Polaris parks decided to launch its SR arm in company to advance the company’s efforts . WEF Sr arm of Polaris first was established to serve stakeholders of Polaris . As he created Polaris is first environmental industrial park in Egypt and Mena region and as he aims to provide healthier environment for his partners he raised his initiative WEF . keeping Polaris environment unique is depending on not only environmental services provided technically but also about who will operates “people “ . His initiative was to develop people attitude “ethical – environmental friendly – no discrimination ...” to be able to leave positively and communicate ethically as well to be more productive .

2. Which category or categories does the policy, programme or initiative fall into:

- Core business
- Social investment & philanthropy
- Advocacy and public policy engagement
- Partnership and collective action

3. Does the policy, programme or initiative address any of the following related to Freedom of Religion or Belief (FoRB)¹:

¹ Article 18 of the United Nations Universal Declaration of Human Rights states: “Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief, and freedom, either

Promote sustainable and innovative business through protecting Freedom of Religion or Belief (FoRB)

Non-discrimination and/or non-harassment on the basis of religion or belief

Religious accommodation and inclusion

Protecting and promoting freedom of religion or belief (FoRB) in the community

Other (describe below, max. 25 words

The initiative promotes building ethical communities through training and development as well as providing entities advices for better working conditions .

4. Please describe the objective of the policy, programme or initiative and the need, goal or gap that it was designed to address. (max 200 words)

The main objective of the initiative is to assist in building ethical community where everyone leaves with dignity, peacefully, and respectful and descent life . In order to start right and making a real difference in community development, Polaris Parks started its market research about how can its initiative make a real impact to Create better working conditions and developing economic through human development. Researches has been collected from almost 500 companies and the outcome was always about ethical behavior attitude specially blue collars as they represent almost 91% from community .

Many firms operating in the Egyptian environment are complaining about their employees in terms of commitment, reliability, and loyalty. On the other hand, employees are complaining about the distance between the management and employees (Them and Us). *In 2012 Mr. Tunc chairman of Polaris Parks took a strong decision to establish WEF "Work environment Foundation" First initiative working for "developing blue collars attitude and **Improving work environment** in the Egyptian workplace".*

[Click here to enter text.](#)How was the policy, programme or initiative implemented? What role did the Nominee play? (max 200 words)

For sustainable development community , Polaris Industrial Park, located at 6th of October City in partnership with Gesellschaft fuer Internationale Zusammenarbeit (GIZ) raised WEF Egypt's first initiative working for "Improving work environment for blue collars in the Egyptian workplace". are raising a Corporate Social Responsibility -CSR initiative in the Egyptian Market.

M. Tunc brain of the initiative started the implementation by creating :

Operational Model

Selection of Operational Model Consultant, Creating Operational Model, Examining the Operational Model

Communication Plan

CI & Collaterals Development, Selection of team to evaluate the project, Pre-after assessment, Promotion for business community

alone or in community with others and in public or private, to manifest his religion or belief in teaching, practice, worship and observance."

MARCOM Activities

promotion to stakeholders, promotion to business community, promotion to business community

Project Operation: Once project starts WEF staff start conduct focus group to analyses the problem , prepare materials and pre and post assessment accordingly .

During implementation WEF works in parallel with management for our SR awareness sessions and how to provide better working conditions.

After finishing the training a post assessment is realized and gap analysis is prepared “if any of our recommendations are not implemented “.

A monitoring and evaluation is conducted with our stakeholders for continuous 3 months to evaluate performance development .

5. What were/are the most persistent challenges in implementing the policy, programme or initiative? How were they/are they being overcome and what was the role of the Nominee? (max 200 words)

Starting a new initiative like WEF's was very challenging , it was almost a culture reconstruction . Specially after revolution companies “executives “ lost confidence in blue collars attitude because of strikes that they have committed as well as absences..... Convincing them that a program can change this was very difficult . Meanwhile from other hands convincing blue collars with Egyptian culture that they need ethical behavior development was more challenging . Mr. Tunc chairman of WEF was insisting on proving that it can be achieved through his initiative . With his strategic thinking he decided to invest on pilot project that has covered almost 2000 blue collars . The outcome of the pilot was amazing as companies that were in the pilot phase was very satisfied of the outcome “No strikes – high productivity - positive environment..... . After almost one year has reached its sustainability and being able to reach more stakeholders covering many sectors not only industrial .The biggest role Tunc has played that he started the initiative professionally with concrete steps , keeping his team strong , providing all supports needed to reach WEF goals and most importantly that he believes in having sustainable community is always to deal ethical y.

6. What are the key lessons learned from launching the policy, programme or initiative? (max 200 words)

Sustainable development is always depending on people that are running the business. Developing ethical attitude is challenging but while doing it professionally “WEF” the outcomes are very satisfying . While applying our initiative in many entities we have proved that people's attitude is the foundation of the environment. If you build and develop ethical behavior the outcome is an Ethical and peaceful community .Our initiative started because blue collars are a segment that was somewhat neglected in Egypt although they are very impacting segment in terms of high percentage of the community population, they are the key arm of many industries. I believe it goes the same in other countries, If they act unethically and negatively

they will affect the community as whole. Applying and developing ethical behavior definitely provide a productive and peaceful community that protect and respect surrounding rights and believes “gender, religion, nationality. The key success of moving from developing countries to productive ones. Everyone have the right to be developed and respected and to learn how do to be engaged positively in community development. I believe that what WEF has taken concrete and strong steps towards it not only covering industrial sector but several community sectors “health, social engagement like orphans ,

Impact and Reporting on Progress

1. How do you monitor and evaluate progress on the policy, programme or initiative? If relevant, what indicators and metrics are used? (max 200 words)

WEF is always monitoring and evaluating the progress and its operations . As it is the first initiative in Egypt WEF has created its own evaluation methods. We have three levels of evaluation; internal evaluation which is done on monthly basis, stakeholders evaluation and its before and after applying WEF program, BOT quarterly evaluation and its regarding sustainability and achievements. Internal evaluation is applied for the operations and the methodology development. We have our own assessment tools in terms of daily communication reports, gap analysis reports. As for the stakeholders it has 2 levels ; current stakeholders and forthcoming ones. For the current we have pre-post assessment evaluation that is applied before and after each program monitoring attitude development . A new assessment is applied after 3 months of leaving the place to monitor the program sustainability and gap analysis “Keeping same level of ethical behavior and positive attitude ”. After 6 months a focus group is applied to monitor the working environment as whole . For BOT evaluation it is simply regarding sustainability, stakeholders satisfactory, and the new decisions that need to be taken

2. What outcomes or impact have been reached to date? Please be as specific as possible and supply available data. (max 200 words)

WEF monitoring and evaluation is always very concrete and culture change after applying our initiative in any place is always witnessed by stakeholders . The feedback from our partners is always specified in terms of : less turnover - no absence - no strikes - productivity - information transfer . In Egypt turnover is very high average specially for blue collars . It has many reasons either economy , or attitude “loyalty and commitment “ . WEF succeeded with its stakeholders to decrease turnover average from 33% to almost 12 % and sometimes 2% depends on stakeholders management commitment and willing to accept our recommendations for better working conditions “human and descent facilities “ . For no reason absence” commitment “ it has decreased 10% as earlier was above 30% . For strikes all our stakeholders reported that no more strikes “Blue collars are applying our ethical attitude advices ,If they have complains they speak up with HR and it is solved. As result productivity is

incredibly increased “one company have opened a new production line “of the Many entities have taken strong decision to have WEF as partner and arm for their blue collars development .

3. Is the Nominee’s company reporting on its practices, policies, programmes and/or initiatives to champion interfaith understanding and peace? If so, please provide relevant weblink(s) for posting on the Awards’ website. If integrated into the company’s corporate sustainability report, Global Compact COP or GRI Report, please indicate relevant pages and/or sections. (max 200 words)

Mr. Tunc is a person that has inherently implemented the UNGC Principles , taking further steps on applying the 10 principles in all his daily operation . In 2013 he became a Business for Peace signatory. Since we participate in UNGC in 2013 he is highly dedicated to submit all reports required either COP for his company Polaris International <https://www.unglobalcompact.org/what-is-gc/participants/29931#cop> parks and submitted COE for his foundation WEF <https://www.unglobalcompact.org/what-is-gc/participants/26631#cop>. In 2012 Polaris has been awarded for star Award for Quality by Business Initiative Directions, In 2013 Polaris International Parks has been awarded by EuroMoney Magazine the certificate of being the best industrial developer in MENA region as well as in Egypt <http://www.polarisparks.com/index.pl/awards>

Additional Information:

1. Are there additional actions the Nominee has taken on an individual level to support interfaith understanding and peace within the organization? If so, please specify. (max 200 words)

Actually Mr. Tunc is always managing and operationally implementing policies that provide positive environment and following UNGC principles in all practices. He has an open door policy. He respects human rights promotes gender equality especially in the recruitment processes. He is dealing with all staff equally and fairly with no discrimination.

2. How has the Nominee taken action to support and promote the UN Global Compact’s Ten Principles? If so, please specify. (max 200 words)

Mr. Tunc passionately communicates with our stakeholders promoting UNGC to extend that he succeeded to engage more than 5 participants to UNGC local network Egypt . In addition to that he has sponsored the first two days in MENA / AFRICA Global Compact Regional Local Networks meeting.

3. Please provide any additional information to be considered. If you have any questions or concerns, please contact the Nominations team nominations@religiousfreedomandbusiness.org

One of the most successful achievement that Mr. tunc implemented for peaceful and productive environment was in 2013 in Abul Reesh governmental hospital . We started the project because

there was a complain from management regarding nurses attitude “very negative , bad relations with patients “children and family” – strikes – waste of resources . so we started the project of nurses ethical behavior development for almost 300 nurses . it took us one month training development . During the project we noticed the attitude changes positively . We witnessed the change ourself by investigating with management , children and parents . during the training nurses was complaining about long working hours double shifts and low salaries. During one of our discussions with the nurses an idea sparked, which is to make a recreation area for the child patients in which they can spend sometime for fun and joy, get some fresh air and play mainly to forget their pain . TAnd from there WEF will assist in Improving working conditions that is its second objective. The idea was shared with the management of the hospital and Mr. Tunc Ozkan whom is the man behind the scene to get this project done; the idea of constructing a recreation area became the dream of a group of community catalyts representing WEF, Abu El Reesh Hospital and Polaris. WEF team has communicated the idea with the rest of the stakeholders, keeping in mind that it should be a remarkable social responsibility ISO 26000 applied project to be a good example for whomever interested to do something good for the community. BOTSALI Recreation Area Aim of project Design and construct a recreation area includes two rooms and a green yard for the child patients in need of entertaining their time in Abul El Reesh Hospital as well for the benefit of nurses' kids He provided a safe , environmental descent environment for both nurses children and sick children , Moreover the nurses attitude have totally changed and a peaceful environment has been created