
BUSINESS AS A NOBLE VOCATION AWARD

EDITION 2019



TABLE OF CONTENTS

Uniapac

MCE
Management
Centre Europe®

3 A WORD FROM THE PRESIDENT
OF UNIAPAC
Rolando Medeiros

3 PURPOSE

4 PRESENTATION OF MCE
Management Centre Europe

5 SELECTION PROCEDURE

6 TOP NOMINEES BY REGIONS

7 PROFILE OF THE PARTICIPANTS

15 REGIONAL AND GLOBAL
WINNERS



A word from the President of UNIAPAC

*I would like to congratulate personally all the participants of the 2nd edition of the **Business as a Noble Vocation Award** for their daily commitment to transform their company into a noble vocation. This edition, as well as the previous one, has been a real success : there were 11 cases identified in the first round, 8 countries represented, 4 regional associations involved and all the 3 categories were covered.*

THANK YOU ALL FOR YOUR PARTICIPATION !

**Rolando Medeiros
President
UNIAPAC International**

Purpose

The main goal of this award is the identification of good business leaders' practices, which can serve to display the underlying concepts of "Business as a Noble Vocation". The essential criterion consists of identifying specific business leaders who have put in practice one or more of the three key elements that comprise the concept of Business as a Noble Vocation and who can become role models to inspire other businesspersons to follow a similar pathway.

These practices may fall under one of the three following categories:

PERSONAL TRANSFORMATION:

Behaviours and attitudes and/or actions and actual business cases which demonstrate the willingness and efforts exhibited by a business leader to see him/herself challenged by a greater meaning in life and thus willing to adopt a broader view of his/her role in society, and transcend the quest for short-term profits to become builder of the common good and promoter of a new humanism of work.

MORE HUMANE ORGANIZATIONAL CULTURE:

Initiatives and specific outcomes in the organization lead by a business leader reflecting a quest to build a culture based on the principle of respect of the human dignity. Specific business cases that show how work is organized in a manner conducive to the adherence by all the members of the enterprise to the principles of solidarity (assuming responsibility for the well-being of the others) and subsidiarity (fostering a spirit of initiative and increasing the competence of the employees thereby considered "coentrepreneurs"). Also, cases of organizational cultures where there is evidence that the workplace is a real source of flourishing or integral development for all its members.

BUSINESS ORIENTED TO THE COMMON GOOD:

Specific business cases which demonstrate the application in the business leader's enterprise of a set of practical principles such as the principle of meeting the needs of the world with goods that are truly good and truly serve without forgetting the needs of the poor and the vulnerable; the principle of sustainable creation of wealth and their just distribution among the various stakeholders for the betterment of the society as a whole. In other words, cases of the "3Gs" in action: Good work; Good goods; and, Good wealth



PRESENTATION OF MCE

UNIAPAC and MCE have partnered to deliver the Award of the second edition of **Business as a Noble Vocation**. MCE, as part AMA Global, is a leading Learning and Development provider in Europe, Middle East and Africa. They inspire more than 1,000 organizations and over 10,000 managers and leaders each year through our MCE Training Programmes and our Customized Learning Solutions.

The award has been given by :

Rolando Medeiros, UNIAPAC President

Rodrigo Whitelaw, UNIAPAC Secretary General,

Patrick Faniel, Managing Director of MCE.



A voucher of 4000€ (for each regional winners) and 6000€ (for the global winner) was offered to them. It is valid for buying a training with our partner MCE (Management Centre Europe).

Please find here the [Training Catalogue](#)
Please find here the [Business Magazine of MCE](#)



Selection Procedure

National Member Association

STEP 01

Each Member Association will define autonomously the procedure it will follow to identify a maximum of three potential business leaders (no more than one per category) considering their own specific circumstances and context. Each association will submit no later than October 15, 2019 to its corresponding Regional Association (or to UNIAPAC's Executive Committee when no Regional Association is linked to that association) its nominees as candidates for the award. For each proposed candidate the corresponding association will submit brief CV of the business leaders and a 2-page summary describing the reasons for his/her nomination.



UNIAPAC Regional Association

STEP 02

Each Regional Board (UNIAPAC's Executive Committee if that is the case) will select the business leader among all the candidates proposed by assessing who, in its sole judgement, represents better the general underpinning characteristics of Business as a Noble Vocation regardless of any category. An expanded 4-page detailed description of the case of each "Regional Winners" and the associations that proposed such candidates will have to prepare and submit a 4-page expanded summary of the reasons leading to his/her nomination.



UNIAPAC International Board

UNIAPAC's International Board will select the final winner amongst the "Regional Winners" by reviewing and analysing the 4-page descriptions of the Regional Winners thus defining the "Worldwide Winner". The Worldwide Winner will have to prepare a presentation of his/her case and present it during the UNIAPAC General Assembly meeting which will be held at Deusto Business School, Bilbao, Spain, from 2nd of December to the 3rd of December 2019.

STEP 03



Top Nominees by Regions

AFRICA

Hubert Da Costa - Senegal



ASIA

Cecilio K. Pedro - Philippines



EUROPE

Yann Bucaille - France

Aurelie Lavaud - France

Generale Conserve spa - Italy

Alessandro Sclefo - Italy

Elie & Randa Gebrayel - Lebanon

Fady Joseph Gemayel - Lebanon

Anton Tomažič - Slovenia



LATIN AMERICA

Carlos Labarthe & Carlos Danel - Mexico

Pablo Darío Colmán Barúa - Paraguay

Enrique Shaw - Argentina

José Medina Mora Icaza - Mexico

Almacenes Tía - Ecuador



UNITED STATES

Peter Freissle - United States



Profiles



YANN
BUCAILLE



HUBERT DA
COSTA

PABLO
DARÍO
COLMÁN
BARÚA



PETER
FREISSLE



ELIE &
RANDA
GEBRAYEL



FADY JOSEPH
GEMAYEL

GENERALE
CONSERVE
SPA



La Qualità e il Rispetto.

JOSÉ MEDINA
MORA ICAZA



CARLOS
LABARTHE &
CARLOS
DANEL



AURÉLIE
LAVAUD



SERGIO
ORTIZ

Profiles



CECILIO K.
PEDRO



ALESSANDRO
SCLEFO

ALMACENES
TÍA



ANTON
TOMAŽIČ





YANN BUCAILLE

GROUPE ÉMERAUDE INTERNATIONAL - EMERAUDE PARIS

Yann Bucaille has an entrepreneurial success with strong civic, Christian and social commitment, within the Emerald group, the Castelbrac hotel and the Emerald Solidarity Foundation. He has a radiant faith shared with his family.

The Christian Social Thinking resonate in his actions and this can be illustrated by the creation of a chapel within the Castelbrac hotel.

In addition to his economic activities, Yann has created the Emerald solidarity sailboat, which takes wheat from life for a sea experience. He has also just created "cafés joyeux", city centre cafés operated by mentally handicapped people (Rennes, Paris, Bordeaux project). He has many projects of this type that he and his wife are implementing with the help of his endowment fund





PABLO DARÍO COLMÁN BARÚA

GROUPE ÉMERAUDE INTERNATIONAL - EMERAUDE PARIS

He was born on August 14, 1965, in the city of Caacupé, the religious center of the Catholic faith in Paraguay, and it is the place where the Basilica Menor de Caacupé is located. He is married to Cynthia Orué and is the father of Yannim (19), Gabriela (16) and Fiorella (4).

He obtained a degree in Accounting and Administrative Sciences from the National University of Asunción (UNA). He has a Master's degree in Business Administration and Management, Universidad Católica "Nuestra Señora de la Asunción" (UCA).

In addition, he has completed postgraduate studies in Finance at INCADE, Social Responsibility and University Didactics.

He is Vice President of the Association of Christian Entrepreneurs (ADEC).

His teaching vocation has strongly marked his life from the beginning, making his first weapons in his hometown and practicing in different study centers until now.

He is currently a Professor at the National University of Asuncion and at the Postgraduate University of the UCA. Since 2017 he has been teaching the first Diploma in Social Responsibility organized by the ADEC and the UCA.

He began his career at Visión Banco and is currently Manager of Sustainable Development at Visión Banco S.A.E.C.A.



With 26 years of experience in the financial market, Visión Banco has presence in almost all the country through more than 80 branches and has 1700 collaborators.

Driven by its commitment to sustainable development, it was a driving member of most of the voluntary networks of social responsibility and sustainability in the country. Among them, he formed the group that promoted the Global Compact Network in Paraguay (2006) and was the network's president during the period (2011-2012).

He also participated as a promoter of the Sustainable Finance Table in Paraguay, being the first president of that initiative (2013-2014).

Generating financial products that are at the service of people is part of our premise, which is why since our inception we have focused on developing products that help overcome social challenges and improve people's quality of life.

We have a wide range of products to facilitate financial inclusion, access to financing, savings and housing, especially aimed at sectors that have historically had greater difficulty in accessing financial products.

One of the main needs of human beings is the acquisition of decent housing. Adequate housing directly influences the quality of life of people, reduces the risk of illness, contributes to improving the levels of education of family members, among other aspects, which have a positive impact on the standard of living of the family group.

According to estimates by the National Secretariat for Housing and Habitat (Senavitat), the housing deficit will affect more than 1,100,000 households in 2011, and is projected to exceed 1,500,000 households in 2020. 13% of the housing deficit is of the quantitative type (demand for new housing), while 87% is of the qualitative type (expansion and/or improvement).

Financing is one of the main problems that must be overcome in order to deal with the housing deficit.

The housing loan market has grown in recent years, but it is still underdeveloped as a result of a financial system oriented more towards people with medium-high incomes, and with little support for the most vulnerable population.

One of the main requirements of banks to qualify if the family is subject to credit is to have a global monthly income of at least 1 to 4 wages per household.

According to the Permanent Household Survey (2017), there are approximately 1,756,991 families in Paraguay, 22 out of every 100 families earn less than the minimum monthly wage (SMM), so approximately 386,000 families do not qualify for a housing loan individually. That is why a large number of housing credit applications are made by couples, who must declare their overall income to reach the minimum required to be eligible for credit.



ELIE & RANDA GEBRAYEL

ERGA ENTREPRISE

Elie Gebrayel was born in 1952, in a middle-class family of five children. His father was a police officer. Randa Faddoul was born in 1955, also in a middle-class family of four children. Her father was a supervisor in the oil industry. Elie and Randa first met in the late 1970s, as schoolmates in the School of Architecture at the Lebanese University in Beirut. At the same time, a 15-years civil war was starting in Lebanon, which lasted until 1990. After graduating, they decided to start a joint business as an architecture studio. The ERGA enterprise was born: ERGA as Elie & Randa Gebrayel Architects, but also ERGA as the plural of the Greek Ergos (εργος: work, project). Their first office was a small room on a building rooftop, surrounded by sandbags to protect from the battling fights. Sometimes, they had to move to a shelter underground. As a startup, they were a two-member football team, being altogether the secretary, the draftsmen, the architects. Elie and Randa are a complementary couple, combining mind and heart. Soon, Elie proved a visionary, relying on latest technologies, along with the emergence of AutoCAD, with a strong ambition for a vast expansion. Meanwhile, Randa, through her sharp artistic talent and her warm human sensitivity enshrined in humility, was weaving the fabric of a growing team. It was only two years later that they decided to crown their business partnership with a lifetime one: they married in 1982.



Fast forward to 2019, here is ERGA: Vision: seeking to be a leading sustainable architecture firm, enriching cities around the world with state-of-the-art design and technology. Mission: Creating from space a lifestyle, focusing on a sustainable development to meet present and future needs relying on creativity, comprehensive solutions, professionalism and commitment to quality. Values: Creativity, Agility, Ethics, Honesty & Integrity, Social Responsibility. in numbers: 40M\$ yearly turnover, 15 offices worldwide, 3500 projects in 25 countries, 750 architects and engineers, of over 25 nationalities, of every religion, of which 44% females, 42 years average age, 300 trainees hosted every year.

This philosophy has been materialized through five axes of implementation, fostering creativity and accomplishment: - ERGA Code of Ethics: instating very severe ethical standards; - ERGA Sys: streamlining the global operation over the 15 offices worldwide; - ERGA Mania: implementing a balance between professionalism and family spirit; - ERGA Academy: maintaining quality standards through constant learning; - ERGA CSR: involving every office worldwide in reforestation, health, education, childhood. In the company, employees perceive a sense of belonging, as they are entrusted with challenge and responsibility, away from routine, while enjoying a family spirit, care, protection, and confidence in their future. In the worldwide market and inspired by Pope John-Paul II who described Lebanon as “the Message Country”, ERGA earned the trust of many cultural and religious communities, also building bridges of understanding with the Arab & Muslim world.

The philosophy then spilled on the surrounding social environment. Elie and Randa had a dream for their mountainside hometown Ghalboun, which they coined as “Ghalboun, Village of Happiness”. So, when Elie was elected Mayor of Ghalboun, they implemented many social and sustainable developments: a new Town Hall, the Ghalboun International Festival, the promotion of the ancestral olive oil industry, guesthouses, ecotourism and hiking, a public library, a winery, a beekeeping industry, global renewable energy, a garbage sorting policy, and some more. This successful experiment in rural human development proved a role-model for twelve other municipalities in the region. Loyal to their Phoenician outspoken tradition of dialogue and openness, they signed a twinning between Bise-Minervois in France and Ghalboun in Lebanon, as well as Youth Exchange programs with other villages in France.

Since “only busy persons get things done”, Elie is active in many civil society streams: - President of Lebanon’s “CIH, Civic Influence Hub”: apolitical think-tank for governmental policies, focusing on governance, corruption fighting, water resources planning, and evolution from a sectarian to a civil state. - “Dialog of Alphabets” NGO: between cultures across the alphabets worldwide. - Education & culture: membership in the Advisory Boards or Accreditation Committees of three major national universities, and in the “Maronite Center for Research & Documentation” (CMDR in French). - Many pro-bono design architectural projects: The Museum of Archeology in Byblos; Green River (developing the Beirut River into an environmental site); Sainte Rafqa geriatric center; “Message de Paix” association of handicapped; Children Cancer Centers, in Lebanon (Saint Jude), Iran and Syria. - Micro-Credit loans, operating a 250K\$ fund, no interests, 80% recovery rate. - Working on the SDG (Sustainable Development Goals) through NGOs: UN Global Compact, Lebanon Climate Act, REFL (Renewable Energy for Life).



FADY JOSEPH GEMAYEL

GF - GEMAYEL FRÈRES - BICKFAYA, LEBANON - SOLICAR - SOCIÉTÉ
LIBANAISE DES CARTONS - BLUE PACK - GEMDOUBS (GEMAYEL
DOUBS)

Practicing, imbued with universal Christian values, but also with the profound fervour of his Maronite Christian rite, Fady Gemayel relates all his actions and decisions to his faith inherited from his ancestral context. In front of his factory crumbling under fire, Fady Gemayel, when asked about his feelings, will only ensure the safety of his teammates. Aware of the environmental challenges, the Gemayels will be the first to found a recycling industry in the sector that falls within their expertise, a social responsibility that Fady will perpetuate with conviction. In the tradition of his industrious lineage, Fady is aware that only industry will generate an added value capable of keeping the Lebanese in his land, and especially the Christian Lebanese whose often Western education would facilitate their expatriation. As a result, Fady now spends a significant amount of her time defending and organizing the national industrial sector to ensure its resilience.

What principle(s) of Christian Social Thought does he embody most, and how?

Dignity: in a world where having a job is a fundamental guarantee of autonomy and self-assertion, we are in a country where access to employment is not guaranteed by any state institution. It is in this context that Fady Gemayel insisted on maintaining a cottage industry in her native village, thus offering work opportunities to men - but also to a high proportion of women, a notorious fact in the Middle East. In a rural environment where traditional agricultural activity no longer provides a livelihood, its industry allows people to maintain their historical, cultural and religious roots, rather than having to migrate to the city coast. Solidarity: On three occasions, the Gemayel Frères factory was almost destroyed by fire, often by war, once by accident. The temptation was strong for Fady and her brother to give up and seek their personal comfort in an expatriation that would have been quite possible for them. Rather, together with their team, the choice was made on the difficult path of reconstruction and departure again, making it possible to ensure a salutary salary continuity for all the beneficiaries of this industry. It is a well-known fact: under the influence of fire, the crew members present on site, in a surge of subsidiarity towards this factory, which is also theirs, transformed themselves into firefighters, controlling the fire before the arrival of the Brigade. At the same time, Gemayel was able to motivate the solidarity of its national and Arab customers, both Christian and Muslim, whose orders flowed in, thus helping the factory to rise from its ashes.



La Qualità e il Rispetto

GENERALE CONSERVE SPA

“Generale Conserve Spa” is today, with the ASDOMAR brand, the second company in the Italian market among producers of fish canned products and the first company to produce tuna fish canned products.

The “Tunna Zero Waste project” reflects the Company's approach to sustainability in managing the entire production process. The efficiency of the production process optimizes the use of the raw material and a plant for the production of fishmeal for zootechnics allows ASDOMAR to produce tuna without processing waste, Zero Tuna Waste.

The tuna industry generates an average of over 50% of processing waste that is normally dumped in the garbage. Generale Conserve reuses 100% of these wastes for the production of animal feed, creating a circular economy value.



This innovative project has also won prestigious awards:

- Oasis 2018 Award: November 2018. Generale Conserve won the 3rd Edition of the OASIS Environment Award in the Process and Product. Innovation category for its concrete commitment to protecting sustainability and for the 'Zero Tuna Waste' project.
- 2017 Sodalitas Award: Generale Conserve, with the ASDOMAR trademark, won the 15th edition of the Sodalitas Social Award in the Sustainable Innovation and Production Processes category with the project "Tonno Zero Waste". The recognition, promoted by the Sodalitas Foundation, represents a point of reference in Italy for promoting the culture of sustainability and the commitment of companies that take on a leadership role for a sustainable future.



JOSÉ MEDINA MORA ICAZA

FOUNDER AND CHAIRMAN OF THE BOARD OF
COMPUSOLUCIONES,

José is founder and Chairman of the Board of CompuSoluciones, an Information Technology Value Added Distributor. He has a BSc degree in Civil Engineering from Universidad Iberoamericana, two master's degrees from Stanford University, one in Engineering Sciences with a specialty in Systems and the other in Business Administration with a specialty in Finance and an Engineer's degree in Engineering, also at Stanford University.

In 2007, the Expansión magazine placed him among the 100 most important businessmen in Mexico.

In 2011 EY named him "Entrepreneur of the Year" in the Information Technology sector. In 2012, Endeavor de Occidente recognized him for his business achievements. In 2015, IPADE Alumni awarded him the "Dejando Huella" recognition. In 2017 the Carlos María Abascal Carranza Foundation recognized him as a business leader with a humanist approach.

José is invited professor at IPADE Business school. He participates in several advisory Councils of companies, Universities and charities. He is a board member of Endeavor de Occidente and a member of the Advisory Board of Nafinsa and CitiBanamex. From 2014 to 2017 he was president of Coparmex Jalisco, a business organization. He is currently National Vice President of Coparmex.



Live, share, transcend

We have always believed that in our country we could create a company that provided excellent customer service, a company where every collaborator could have a personal and professional development, that it was possible to build a company based on principles and values, a company that would comply with all tax and legal obligations and that after all that, it would be profitable.

Since the foundation of CompuSoluciones, we have been working on making a deeply human company, in which collaborators can develop in a transcendent way, so that after leaving CompuSoluciones they would have become better people. We would not be the company we are if we didn't have a clear vision from the beginning. We believe that the company grows if each person grows; that's the reason why in CompuSoluciones training is mandatory. We have always had the conviction that talent must be developed, not retained. Trust and integrity are not granted. They must be earned every day, by developing leadership.

Social Responsibility is part of our commitment. It refers not only to our conduct within the company, but also to our conduct with respect to our customers, distributors, suppliers and competitors.

In 30, 40 or 100 years the impact that we will leave on society will be through our actions. The only thing we can be sure of is that we are going to die some day and we need to start working on what is important to transcend. This is the reason we consider that it does not matter how long a collaborator lasts in the company, but the day he leaves, we have to be sure he is a better person. Since we are temporary in this world, with more reason we are temporary in the company.

To transcend we have to start sharing with others. It is important to recognize the status of poverty and inequality in our country. We have to transmit the responsibility not only to the company but to each one of the collaborators since the way to solve poverty and inequality has to do with sharing. We must be not only committed to the company, but also committed to the community. It does not matter if you have a lot or you don't have too much, share something of what you have. Sharing what we have is not only what is in the bag but what is in the heart and mind. Another element of CompuSoluciones vision is to promote personal and professional development of its employees and the people with whom they interact.

Development requires training, both internally and externally. Collaborators have the opportunity to share and transcend through recognizing others. This is how the ARO's program was created based on our values, it aims to recognize positive behaviors that already exist so that they may be repeated and emulated by the rest of the collaborators. This contributes to improve the work environment and the integration of everybody.

Our key values are a set of principles that are not negotiable. The application of values is fundamental: The idea is that everybody live the values so that it is not just a poster in the company. Values have marked us for more than 30 years. They are part of our legacy and our future. Connecting with our values is a shared responsibility. In the way we live, if we learn to share we will transcend. Transcendence means that we find that mission that gives meaning to our lives. We suggest to write each person's Mission in a preliminary mode, and start leaving it. Through the years, we will find corrections to our personal Mission.



AURÉLIE LAVAUD

After HEC Aurélie decided to create a social enterprise whose aim is to give a job to people with a level V education (Brevet des collèges). This low-skilled group is hard hit by unemployment (the rate is close to 20%). He represents the bulk of job seekers. In two years, they have placed 300 people on permanent contracts in the Ile-de-France region.

The results are very positive and the social impact significant. Project to extend services to the whole of France.

What principle(s) of Christian Social Thought does she embody most, and how?

- Dignity: In the sense of giving work to people with low skills to regain their dignity.
- Solidarity: It is a company of solidarity



SERGIO ÓRTIZ

SICLO RURAL

Sergio Órtiz runs a Rural Plastic Waste Collection and Recycling Management Service. It is a Company B with Certified Social and Environmental Impact (Working constantly on the inequality and increasing pollution of the environment). This firm donates 5% of the revenue, every year to different institutions in the country.

He has signed the Personal Business Commitment and he shares it with all members of the organization, customers and suppliers, so that he encourages them to be an example every day.



The initiative

We collect and manage the recycling of plastic remnants from the disused silo bags that are left in the fields all over the country, guaranteeing the producer a final disposal that is sustainable and enduring over time.

We generate genuine work in the collection areas, certify all our collection processes and collaborate with the institutions that need it most.

Do not settle for that, for every ton of plastic collected and recycled, we planted a tree certifying ecological restoration for the environment.

Profile of the beneficiaries

Informal collectors, labor cooperatives in the interior of the country (Incorporating them into the formal system, training them on safety and hygiene, handling of the material and accounting and tax registration so that they work within a formal framework as an indispensable requirement) - Producers and Agricultural Companies (Providing them with a safe and professional service that guarantees the final disposition of their plastic waste) - Institutions in the interior of the country (Those who receive a donation from our part, on behalf of our clients, as the only condition for obtaining our service, is to donate the value of the collected material to institutions in the area of influence) - The Environment (With the planting of a tree, for every ton of collected and recycled plastics) Development requires training, both internally and externally. Collaborators have the opportunity to share and transcend through recognizing others. This is how the ARO's program was created based on our values, it aims to recognize positive behaviors that already exist so that they may be repeated and emulated by the rest of the collaborators. This contributes to improve the work environment and the integration of everybody.

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Today, there are 84 families working on collecting the material nationwide. (An approximate of 5 to 10 families for each Collection) + 15 Families of Transporters who carry out the transfer of the material from the Collection to the factories] -Indirectly all the families that work in the different recyclers with whom we work, since our material is the raw material that sets the different industries in motion. - Also the professional team that supports the work of Siclo Rural (Notaries, Accountants, Environmental Engineers, Lawyers, etc) and the workers of the companies that we outsource to do the commercial part (Networks and Communication)



ALESSANDRO SCLEFO

FOUNDER OF BUSCENTER

His commitment to assess the needs and business strategies to be undertaken to make the business profitable have never concealed his humanity in acting for the constant research of the right balance between what is necessary and what is unavoidable to guarantee all his employees.

BusCenter is a leader in Italy in the "long-distance bus services for passenger transport". The company is part of the transportation group of Alessandro Scelfo, who was awarded in 1999, by the President of Italian Republic Ciampi, the honor to the merit of "Cavaliere del lavoro". BusCenter offers every day the opportunity to reach 280 cities in Italy and Europe, through more than 3,000 connections. The number of BusCenter travellers is already more than 1 million in the last year.



Traveling with BusCenter has several advantages: quality and comfort at a lower price, plus respect and protection for the environment.

The latest generation of buses, equipped with all modern comforts, not only offer a service within everyone's reach with an excellent cost-benefit ratio but they issue less carbon dioxide than cars and trains per passenger carried.

The company enriches the country with "social value", plus the ability to generate income and jobs, typical of those who look at the market as an opportunity for growth long term and not for short-term speculation.

Bus Center is not a rampant start up, but a company permanently in service for over 20 years. Therefore, a reliable and flexible presence that collaborates with 25 companies and with 250 employees.

Open to technological innovations BusCenter has developed a web site for a quick and easy sale to customers and with news on real-time travel accessible, through the app, tablet or smartphone. "



ALMACENES TÍA

Almacenes Tía is a company with the mission of generating well-being in Ecuadorian homes, promoting the professional growth of our employees, generating new jobs and increasing the value of our company year after year; and with the vision of being the company with the largest geographical area in Ecuador, with the largest range of products for our target market, promoting the social development of the community and the country, while maintaining the profitability of the business and growth levels.

We work under our corporate values, which are: honesty, ethics, the attitude of service, compliance with laws, knowledge, teamwork, warmth and simplicity. Our skills have always characterized us during our 59 years of uninterrupted presence in the Equator.

Throughout our history we have developed different initiatives in favor of the community, that impact on areas such as education, the environment, health and entrepreneurship. In all these actions we can highlight the special alliance we have with the Movement of Popular Education and Social Promotion Fe y Alegría, for the best quality of education in our country, through different projects.



BEST SCHOOLS

You are aware that each educational center is a temple of knowledge and the place where the learning that shapes the people of the future, we have contributed annually to the improvement of the infrastructure of two Fe y Alegría schools located in vulnerable areas in the country. Our commitment has been maintained for 6 years benefiting children, teachers and relatives from different parts of the country. From 2014 to 2019 we have contributed 11 schools for 12 times, with a total contribution of \$120,000.

NUTRITIA" GOOD EATING HABITS EDUCATION PROGRAM

We understand that eating and healthy development have a positive impact on the school performance of children. During 2018 we developed the educational campaign NutriTía, which had the objective of promoting healthy eating habits by communicating practical advice, disseminated through educational videos and POP materials, as well as training students and owners of school cafeterias of Fe y Alegría.

PROGRAM RESCUING OUR CULTURE

This program was born with the incentive of recovering traditions and strengthening cultural identity of our country. Since 2018 we have been supporting the intercultural initiative "Weaving my faja" and "Embroidering my blouse", which takes place in the towns of Guamote and Pallatanga, Province of Chimborazo. The program consists of providing instructive classes to weave in a correct the traditional sash and embroider the blouse that is part of the typical dress of the population indigenous. At present, support will also be given to the production of typical jewellery.

CAMPAIGN TALK IS PREVENT

Preventing and talking about the danger of drug use for children and young people was our reason for launch in 2017 the campaign Speak out is Prevent, whose objective was to reduce consumption and microtrafficking of illicit drugs in young people, through actions to improve communication family and strengthen the bonds between parents and children. This campaign was supported by the public-private partnership private: Technical Secretary of Drugs (Seted), and was developed in Fe y Alegría schools.

CHILD'S DAY

It is important for us to be present at the most commemorative celebrations, that is why we wanted to celebrate Children's Day, through children's entertainments that encourage fraternity among children and teachers in different schools of the country. In addition, during this activity, we give each student a Migocajita, which consists of a nutritious lunch consisting of fruit, cookie, oatmeal and cereal. These events take place in educational centers in the main cities of the country.

**REGIONAL
AND
GLOBAL
WINNERS**



REGIONAL WINNER - AFRICA

HUBERT DA COSTA

CHIEF EXECUTIVE OFFICER OF TECSEN INTERNATIONAL

Hubert Nicolas DACOSTA is a 59-year-old Senegalese with 36 years of professional experience. He is married and father of 5 children. He is a security engineer and an Administrator of companies :

- Director and Managing Director of TECSEN INTERNATIONAL SA: created in 1991
Specialized in : Security - Safety - Electronics - Fire safety - Training.
- Director and Chief Executive Officer of AICES SA: created in 2008.
Service Provider Company specialized in: - Escort of dangerous products - Physical security (guarding, close protection) - specialized manpower in the Port and Airport fields.
Staff: - Permanent staff: 29 - Providers: 285 - Daily labour force: approx. 9928
- Managing Director of African Water and Energie Solutions AWES SARL - created in 2011.
Specialized in Energy - Metering through the representation of ITRON specialist in the manufacture of water and electricity meters.



From SME to international Business

His schooling in the Catholic schools of Saint Joseph de Cluny in Saint-Louis, Sacré-Cœur and Saint-Michel colleges, marked his life and enabled him to forge a steely mind and a spirit of sharing.

A basketball enthusiast, he played in school clubs and in the regional and national selections of Cape Verde and Senegal. Regularly team captain, he learned, very early on, how to lead and coach men.

He was born of a military parachutist father who was at the origin of his training in the field of security as he created the first fire extinguisher assembly unit in Senegal, SODECI, and of a mother of Congolese origin, a seamstress by training who passed on to him the genes of her love for Africa.

Professional experience as the basis of his Catholic commitment :

Mr. DACOSTA Hubert is a fervent Catholic who believes that "faith can lift mountains". It is this faith that guides him in his decision making, in his daily life with his family and at work. He is deeply African and Senegalese.

The management of his companies allows him to blossom and develop a spirit of sharing. Professional and efficient, he respects his work, his commitments and his word. Quality is the label he respects the most. This allows him, today, to be recognized by his peers as a man of value. In the field of security for more than 35 years, he has been acting as a dean and has created emulators who are, today, great business leaders in the same field of security.

Involved in the associative and political life, he works daily for the well-being of the citizens of his country. In his neighborhood as well as in the city, he is involved in the environment, safety and youth management. The fight against insalubrity and disorder are part of his daily struggles.



Mrs. Miluci Barbosa,
president of UNIAPAC
Africa, represented Mr.
Hubert N. Dacosta during
the ceremony

Christian Commitment:

- Vice-president of the ADECCS: Association of Catholic Entrepreneurs and Executives of Senegal.
- General Secretary of UNAPCS : National Union of Catholic Patrons.
- President of FESAEC: Federation of Former Pupils of Catholic Schools.
- Vice-president of OMAEC: World Organization of Catholic School Students.
- President of UNAAEC AFRICA: African Union of Associations of Former Pupils of Catholic Schools.

Man of all the campaigns from the creation of UNIAPAC in Cape Verde with the appointment of our sister MILUCI BARBOZA SANTOS to date, he is in the management of the protocol of all national and international ceremonies. Being a Christian and running businesses is an exhilarating mission. To be at the service of one's community is a commitment that every man, especially a Catholic, must respect, especially in the living environment and especially in the Senegalese environment which is an extraordinary example of inter-religious dialogue. For Mr. DACOSTA, business is a noble vocation. One must love one's work because it allows one to blossom, to be a model for young people, family and friends. It allows one to be at the service of others, to create emulators. His vocation is his *raison d'être*. His unfailing commitment in multiple organizations allows him to be regularly solicited in the events of the life of Christian communities. The sponsorship of schools is a direction to which he has turned for about five years.

- The search for sponsors for children who are orphans or whose parents are in need;
- The search for partners for the financing of school and sports projects;
- Coaching young people around environmental and ecological projects;
- Assistance to people in difficult situations.

These are the daily lives of this man of many facets. This availability allows him to maintain an extremely broad relationship in the life of the nation. It allows him to always move forward, allowing relatives, friends and families to move in the right direction; that of personal, spiritual and professional development. A healthy mind in a healthy body with a touch of positivity and optimism are the key words of Mr. Hubert N. DACOSTA.



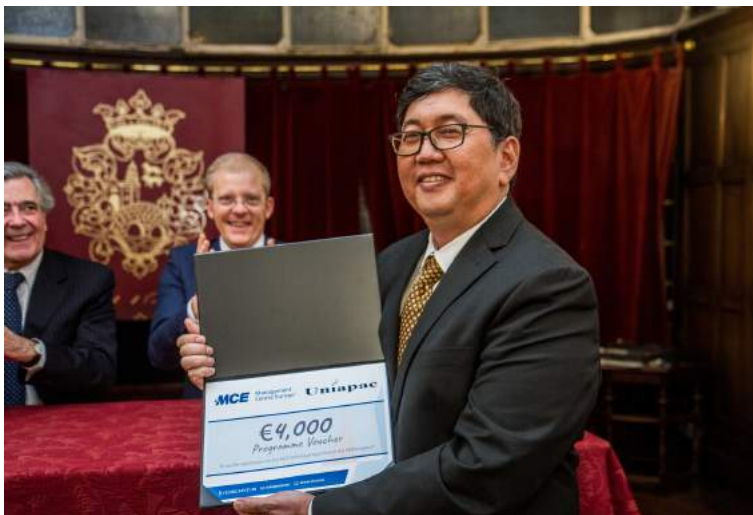
REGIONAL WINNER - ASIA

CECILIO K. PEDRO

CEO AND PRESIDENT OF LAMOIAN CORPORATION

Cecilio K. Pedro is the CEO and President of Lamoian Corporation, a leading Philippine company that produces low-cost consumer goods.

Lamoian's mission statement "*Improve the quality of life by bringing essential products within the reach of the common people.*" is very much in keeping with Dr. Pedro's sense of Christian and social responsibility. In a nation where a majority of the population lives in poverty, the availability of lower-priced, high-quality products is vital, a need Lamoian has been answering for almost thirty years.



Mr. Joffe Almoro,
president of UNIAPAC
Asia, represented Mr.
Cecilio K. Pedro during the
ceremony

Dr. Pedro advocates for community building and people empowerment as expressed in Lamoian's corporate responsibility statement: "We believe our every action has an impact in our relationships. It is therefore imperative we commit ourselves fully to our fundamental purpose of "Making a difference for the glory of God." We embrace every opportunity to improve ourselves, others, and our communities. And as a responsible business we become positive contributors to society."

Furthermore, Dr. Pedro champions the hearing-impaired and encourages their hiring by his company. Consequently, deaf employees make up about 30% of Lamoian Corporation's workforce. He is also the Chairman of DEAF Inc. which draws attention to the needs of the deaf and conducts training programs in ear care, sign language, and livelihood programs. The organization provides home schooling for deaf students in remote communities as well.

Under Dr. Pedro's leadership, Lamoian Corporation continues to espouse the Christian values the company was founded on. As they provide quality products at affordable prices for underprivileged consumers, Lamoian ensures a safe and healthy work environment for employees, offers equal employment opportunities to a largely disenfranchised segment of Philippine society, initiates community building efforts, partners with organizations to address educational and hygiene concerns, and protects the environment by utilizing safe materials and ecologically sound manufacturing processes. These are accomplished without sacrificing the values Dr. Pedro wove into the fabric of Lamoian's corporate culture: social responsibility, the pursuit of excellence, integrity, and respect for the individual.

REGIONAL WINNER - EUROPE



ANTON TOMAŽIČ

LITOSTROJ LJUBLJANA, IUS SOFTWARE D.O.O.

Mr. Tomažič, the pioneer of legal information, established IUS-INFO, Legal and Business Information System, in 1989, as the first commercial on-line database in (what was then) Yugoslavia. After adapting to the internet version in 1997, IUS-INFO was a commercial success and is still until present the leading standard of legal information for Slovenia, now run by the international company LEXPERA with over 100 employees.

Anton Tomažič was also very involved in political turnover from communism to free society, first in dissident movement in Yugoslavia and then in the “Slovenian spring” which did not only end the dictatorship, but also succeeded in making Slovenia independent and for the first time in history a complete state of its own.

In his book “Second Place of Birth” he described his own story when he had an accident in 2001 on the Caribbean island of Nevis and had to spend 8 days in the jungle without water and food. One of the readers’ feedback: “I read your amazing story! God sure did take care of you and protect you during that ordeal. In your story you spoke about God and how thankful you were to him for saving your life. I can't help believing that God spared your life for a reason...”



Mr. Laurent Bataille,
president of UNIAPAC
Europe, represented Mr.
Anton Tomažič during the
ceremony



Legal information Pioneer in Yugoslavia

Anton Tomažič was born on the 13th of June 1950 in Yugoslavia, which was back then ruled by communists, officially called the dictatorship of the proletariat, although on the west it was supposed to be softer “society of the socialist self-management”. He had a successful professional career as a lawyer but could only get as far as the post of legal counsellor to the director general of a well-known Slovenian engineering firm called Litostroj. Further success would only have been possible if he had become a member of the communist party – something he never wanted to do.

After his graduation he tried to find a firm where he could work with computers. He got familiar with projects that dealt with legal information systems and soon found out that none of those systems had even the slightest chance of succeeding because they were all planned and managed administratively. His passion for computers had to wait until the late 1980s, when communism began to collapse as a result of its economic inefficiency and private initiative was allowed. During this time, he was a pioneer in the field of the usage of computers in law.

As a volunteer he was training lawyers in computer communication and showing them the advantages of electronic legal information. He organised many seminars and training sessions covering the area of “The Lawyer and the Computer”. He was the founder of the Computer Section of the Business Lawyers Association of Ljubljana, in the year of 1986 and the leader of the Section until 1997, also organizing each year the popular “Computer Workshop” during the main events for the Slovenian legal community in Portorož.

Politician for independent Slovenia

Freedom came to Slovenia in 1990 when the opposition political coalition known as DEMOS won the first democratic election. Anton Tomažič was very involved in political turnover from communism to free society, first in dissident movement in Yugoslavia and then in the “Slovenian spring” which did not only end the dictatorship, but also succeeded in making Slovenia independent and for the first time in history a complete state of its own. He was elected in the (first free) Parliament and got a very important leading role as The President of the Legislation Commission. He was also the vice president of the first free democratic party of National Democrats. Later he published a 500-page book of his memoirs “Embraced by the Slovenian Spring” describing the “golden years” 1988-1992.

Knowledge distribution

Another Tomažič’s business initiative, a little less resource demanding, however is a success story: In 2003 he attracted a group of Slovenian businessmen (and women) to found the company INform, Knowledge Distribution, Ltd, that is still in business today: “Complex legal documents can now be created online, using special smart templates (procedures, questionnaires, instructions, comments, links, legal background etc.). A special web portal for knowledge distribution is the place where authors and users meet in a friendly environment, using all the necessary tools just with their browser. In the future much more elements of AI will be added to the ‘smart forms’ thus upgrading them to the ‘intelligent forms.’”

From SME to international Business

When both his goals were met – Slovenian freedom and independence – Mr. Tomažič turned back to his core business – legal information providers - and to his company IUS SOFTWARE, d.o.o. Ljubljana, Legal and Business Information, where he was Head of Development until July 2008. The company has been expanding ever since and has also attracted foreign investment and has now over 100 employees. International fund Royalton Capital Investors II L.P acquired shares of IUS SOFTWARE from Anton Tomazic, who reduced his shareholding to 10%. As part of the transaction, Royalton funded a capital increase to give the group sufficient capital to make acquisitions in other selected markets, so far in Turkey nad Croatia under the name of LEXPERA. During the first phase of the company Mr. Tomažič conducted the company with the principles of a family business, providing the best conditions possible for the employees and motivating them with intense team-building (such as taking the whole team to different European capitals for a few days, like Paris, London, Amsterdam). Later when the company was growing beyond small, he was motivating the most creative people by giving them considerable shares of the company. This way he was increasing the levels of trust and by working as equal individuals with distinct functions in the company, yet all responsible and proud of their common endeavor.

AI-in-Law

His initiative was received with great interest in the international community and Mr. Tomažič, together with a group of businessmen (from Holland, Italy, Hungary) established the new company in the United states: AI-in-Law Future Technologies LLC. The beginning was very promising and in 2008 when Slovenia was presiding the EU, the idea and the company were presented on the international conference "e-Justice & e-Law 2008" in Portorož. Mr. Tomažič had a lecture titled "E-Justice Based on E-law" in front of most of European justice ministers: "Law, where in principle everything is determined with legal rules and regulations, ranks among the fields of human activity that are most appropriate for introduction of artificial intelligence (AI). Accordingly, it is high time to use new technological achievements in order to make legal texts recognizable to computers - because their individual parts involve MEANING - and upgraded with useful meta data. Such AI modules as applied in law will constitute the bases for subsequent modernisations and informatisation (increased efficiency!) of judicial and administrative systems. It will in turn lead to better quality of all types of legal texts." Unfortunately the general economic crisis began in 2008 and many investors that had already promised to support the (very demanding) project had to drop off. Mr Tomažič who had spent considerable amount of his own money, had to admit that this was at least 10 years too early...

The Second Place of Birth: Nevis Island

Mr. Tomažič's beliefs in ethical principles and moral values profoundly influenced his decisions and actions in every area. In his free time, he is committed photographer, cyclist and after his retirement (2009) also a world traveller. Anton Tomažič has always been very much involved in social networks. He was hosting mail lists for Slovenian lawyers PRAVNIKI since 1989. He is also very active in both legal and political discussions via internet, by his blogs, columns, articles, bike and photo communities etc. Recently he proposed initiative for the national reconciliation in Slovenia, which is very needed because of the ideological split of the nation: <http://svni.blog.siol.net/>

He has also published a few books, the best seller still available on Amazon in English: "Second Place of Birth: Nevis". In this book he described his own story when he had an accident in 2001 on the Caribbean island of Nevis and had to spend 8 days in the jungle without water and food. At that occasion he indeed realised that the good God helped him to save himself for a reason and decided to spend the rest of his life with gratitude and commitment to spread around the glory for God and also contributing a large amount of his wealth for charity.

Gadgets for cyclists and blind

In 2009 Anton Tomazic has also embarked on a new, consumer-based product, innovative and made possible by the latest achievements of modern technology. Miniaturized components have been developed in recent years that finally allow high resolution video definition and identification of objects via sufficient processors and memory capacity that can be accommodated in small "gadget" devices. The idea AlertX originally took shape over the course of several bicycle tours along a treacherous route that offered quite literally no opportunity or room to look back over one's shoulder to become aware of traffic coming from behind. An attentive sense of hearing and a steadfast concentration on the narrow wheel path ahead offers the only margin for protection in continuing safe passage (ie, cycling!) through the winding, uneven terrain and the road's competing commuter and traveller traffic. For youths wearing headphones, such a margin had clearly been even further reduced. Following these simple main ideas, working them out and later documenting them, the conception for a device was realized, upon which no previous product has been based, nor for a patent registered. This product was conceived as "A Multi-View Monitoring and Alerting Device". In specific context, it attaches to a pair of glasses, or is fitted onto a safety helmet; a miniature camera connected to a miniature screen (display), feeds the user a picture (video) of what's happening behind his back, offering security and fortifying forward control, momentum and vision. The embedded processor promptly handles a video signal so as to identify each object (in particular, of course, other persons or vehicles) approaching. The recognized objects are framed by a yellow highlight, which turns to a special flashing red light that warns of a potential danger. For those listening to an audio device such as an mp3 player, a sound or spoken warning will also provide an alert (eg, "Watch the car!" in the wearer's preferred language). The warning signal would also be wirelessly transmitted to the rear wheel back lights, flashing an alert for the upcoming vehicle. Patent for the Monitoring and Alerting Device AlertX was filed in November 2009. Mr. Tomažič soon realised that with similar technology another problem could be solved: How to help blind persons to orient better to, and/or navigate through their environments; to read text, and recognize people, objects, and environmental circumstances or conditions. He found the following solution: The BlinX device converts video signal from the prospective viewpoint of the blind user, into a corresponding voice recognition or translation of persons, objects and even text, transmitting it to the user via ear phone. Patent for the Surroundings Recognition & Describing Device for Blind People BlinX was filed in April 2010.

REGIONAL WINNER - LATIN AMERICA



CARLOS LABARTHE & CARLOS DANIEL



GENERERA

Genera was born with the commitment of a young group of entrepreneurs, who started more than 27 years ago and whose initial purpose was to provide development opportunities to the low-income segment, first through a food program, and afterwards, with microloans. In 1990, Asociación Programa Compartamos, I.A.P. was created as a nongovernmental organization (NGO) to help women at the bottom of the pyramid, in order to support their productive activities on which their family economy depended. Why women?

Because they are the ones who suffer most of the lack of inclusion in society, and who at the same time, get ahead their families, often without the support of a couple. At the same year, the NGO lent its first loan in Oaxaca, sowing the seeds of the future. This is how we contributed to get into an emerging microfinance industry in Mexico.



Mr. Fernando Milanés García Moreno represented Mr. Carlos Labarthe & Mr. Carlos Danel during the ceremony

During the first decade of Compartamos, our legal status as an NGO forced us to spend much of our time getting donations, leaving little chance to generate social value: to serve the largest number of people in the shortest time possible. And this is how, thinking about how to better serve our clients, we took the first step of the evolution of Compartamos. In 2000, we transformed the microcredit operation into a regulated financial institution, as Financiera Compartamos SOFOL. Being regulated allowed us to have access to other types of funding such as commercial lines of credit which allowed us to increase our growth plans by giving more loans to a larger number of people. Due to our entrepreneurial spirit, in 2002, we issue our first local debt through the Mexican Stock Exchange (BMV, for its Spanish acronym). We were the first microfinance institution worldwide that managed to issue debt in the local market, with self-guarantee.

1990: Clients 48,835

2000: Clients 64,141

2006: Clients 616,528

2010: Clients 1,961,995

2012: Clients 2,675,758

2016: Clients 3,381,455

Aligned with our genuine interest in people, in 2005 we designed a life insurance for our clients: Seguro de Vida Básico. This insurance had no cost to the client, and its main purpose was to help our client's families in case of death, to continue with the economic activity or to solve the funeral expenses. Likewise, as part of the ongoing growth challenge, Financiera Compartamos was transformed in June 2006 into a full license bank as Compartamos Banco. This transformation was based on expanding our variety of products to meet the financial needs of our clients, offering greater security, solidity and accountability. To make our operation sustainable over the time, we had to create a profitable, strong and reliable company that would connect the capital markets with the population we served. This prompted us to continue working on high quality, transparency and governability standards.

In April 2007, the bank went public through an Initial Public Offering (IPO) with which the company's shares were listed in the BMV. This was a milestone in our history and a breaking point in the microfinance industry, which also generated a debate in this sector. In order to respond the concerns of the stakeholders, we published the "Letter to Our Peers" where we explain our vision of using commercial principles to solve social problems. Each community where we operated confirmed us that we were on the right path, but still with a lot to do. In 2008, we face a challenging environment in the economic crisis; however, Compartamos Banco fulfilled its first big dream, reaching one million clients. In 2010, we realized that our purpose had evolved from being microfinance specialist to working for financial inclusion. This originated Grupo Compartamos, a holding company, with the aim of developing new businesses, expanding our value offer and going abroad.

This is how in 2011 we started operating in Peru and Guatemala. Based on our experience, it was essential to understand the needs and particular contexts of the population in each of these countries. In June of the same year, we started operating Compartamos S.A., an institution that offers working capital loans for women in Guatemala. In parallel, we acquired in Peru, by buying the majority of shares from Financiera CREAR, and later changed its identity, in 2013, as Compartamos Financiera. Currently it offers loans, insurance and savings for Peruvian entrepreneurs. To fulfill our service vocation, in 2011 we decided to allocate up to 2% of the group's net income for social corporate responsibility actions. This originated Fundación Gentera a non-profit organization that articulates the social responsibility actions of Gentera and its companies; seeking to promote social inclusion through education. As part of our strategy of financial inclusion and for convenience of our clients, in August 2017 Yastás started operations in Coatzacoalcos, Veracruz. Yastás is an administrator of banking commissioners that provides convenience to clients, for payment of services, multilevel payments, mobile pre-paid recharges, financial operations and remittances, in places where banking infrastructure is limited or null.

To increase our value offer to our clients, in 2012, we constitute a joint-venture with Grupo Casanueva Pérez, (nowadays INTERprotección), which originated Aterna, an insurance broker. After generating an ecosystem of financial companies, Grupo Compartamos evolved and changed its identity to Gentera, an entrepreneurial group that works for financial inclusion and where all the business units are committed to the same purpose. In the search of relevant products and services for our clients, we acquired Intermex, a family remittance paying company that provides services in a confident and accessible way throughout Mexico. In August 2016 we introduced Fiinlab, Gentera's financial innovation laboratory, whose purpose is to promote entrepreneurship and innovation, creating solutions for financial inclusion, through sustainable models and enabled by disruptive technologies.

Throughout 27 years, we have evolved from an idea to a group of companies with presence in three countries that served more than 3 million clients. We also have over 21,000 employees, together for the same purpose: work for financial inclusion. We have witnessed millions of entrepreneurship stories, of people who strive and struggle day by day for the benefit of their families and communities. We have shared with them great dreams that inspire us to continue building the future. From our beginnings we knew that we wanted to serve others, to care for the people and together, to do the most good possible. The industry has grown into large number of players, but our philosophy remains as our differentiator.

Through the years, we have learned that a leader in Gentera is the one who, above all, serves others. Our employees are a cornerstone of our business, they are the ones who make financial inclusion possible and which are inspired by strong ethical values: responsibility, teamwork, profitability, service, passion, always getting the person in the center of our actions.

Today we are ready to face the future and adapt to the needs of our clients, invest in technology to be more efficient and expand our value offer to other countries. Our aspiration is to empower 10 million people at 2025, to improve their lives through personalized and digital financial services, generating shared value.



GLOBAL WINNER

PETER FREISSLE

PRESIDENT OF POLYDECK SCREEN CORPORATION

Peter Freissle is the President of Polydeck Screen Corporation, the leading provider of modular screening solutions for the aggregate, coal and mining industries. With over 375 employees in the US, Chile and Peru, Peter is laser focused on creating a culture of “Care” founded on their core values of “humility, honesty, integrity, respect, trust, accountability, kindness and social responsibility.”

Peter is founder of HWAW, a non-profit organization with a mission to create eternal value in the workplace around the world by helping decision makers understand the importance of caring for people in a way that honors God; generating “EROI,” an eternal return on investment.

Peter performed his undergraduate education in Business at Rhodes University and received a Masters of Business from The University of the Witwatersrand in Johannesburg, South Africa in 1998.

A proud father of four children, who are frequently by his side during community and charity support work. In addition to the many cherished affiliations within the national and international workplace ministry movement, Peter has served for a number of years as an active member of the Board of Directors for Corporate Chaplains of America.



After a very real and personal encounter with God at a Catholic retreat in 2006, Peter Freissle realized that his company, Polydeck Screen Corporation was not his own, but a gift from God that gave him vast opportunities to care for employees, customers and vendors and that he needed to utilize this gift to impact as many people as possible. In 2007 Peter started a non-profit organization called His Way Work, designed to help CEOs all over the world understand the importance of “caring for their employees in a way that honors God.” With a passion to see work culture improve everywhere, Peter used Polydeck as the testing ground for developing a caring culture in the workplace. Developing processes and applying Godly principles that not only benefit the employees, families and their communities, but also created a caring/benevolent working atmosphere, reduced Polydeck’s turnover and increased profits. These processes and principles have impacted scores of companies that have reached over 120,000 employees and their communities all over the world.

HWAW and Polydeck have worked hand in hand to develop and implement an overall master caring plan in the workplace that can be tailored and applied to any business. It is through the creative partnerships with employees, customers, vendors, businesses and community organizations that Polydeck has been able to achieve great success in the Screening industry, as well as create a legacy of doing business with integrity, excellence and compassion. Three keys to this accomplishment are strategic focus, metrics and resources. Polydeck’s story of success has given HWAW a strong platform from which to encourage other leaders to do the same within their companies.

Below are two major areas that Peter, along with the HWAW and Polydeck teams have focused on over the past 14 years to bring about a Caring Culture in the workplace and support all employees, from the Janitor to the Executives.



Rolando Medeiros, Peter Freissle, Rodrigo Whitelaw, Patrick Faniel

Professional and Personal Development of Employees & Workforce:

Polydeck provides the following benefits on a regular basis:

- Tuition reimbursement based on successful application and approval of Senior Leadership Team, totaling over \$37,000 over the last 3 years.
- Five \$1,500 scholarships are given to the children of employees every year. Winners are based on essays written by each student.
- Polydeck has an extensive Wellness program that includes the following employee benefits:
 - Yearly Health Fair, where each employee is offered a comprehensive review of their health, physical and mental to include blood tests, Body Index analysis and suggested plans for improving their health.
 - Quarterly rebate of \$150 for employee and spouse for non-smoker status and \$90 for exercising at least 60 mins per week.
 - A nurse is on site one day a week to help employees and their families with basic health care.
 - In 2017 a fully equipped exercise room was commissioned to include recreational games like ping-pong and foosball for employees. There is a licensed trainer on site 2 days a week during times to service all three shifts.
- One-hour training sessions titled “Lunch and Learns” are offered monthly providing continuing education on industry and company topics.
- The Knowledge College is offered to our customers to teach on topics specific to their industry and educational needs.
- Polydeck takes the training of our employees very seriously; spending thousands of hours over the last few years to ensure proper technical and leadership development. In 2018 and 2019 we had over 15,500+ employee training hours logged. Leadership training has been a focal point for Polydeck. We developed a Leadership Training program that every employee will have participated in by the end of February 2019 and each new employee will participate in this training within their first 3 months of hire. Not only do employees learn “Leadership” qualities, they also come out of this course with a pathway forward for additional training in areas needed to better perform in their positions, and direction on how to pursue their passions and future goals. Managers and supervisors meet with each employee on a monthly basis to review their progress and provide the support they need to succeed.
- HWAW, Global CEO is contracted to provide best practices on how to develop and deploy employee caring programs. New and innovative programs are offered to other companies through the HWAW network.

Support of the Employees, Families and Communities

Polydeck's Vision is to "To serve our Customers and stakeholders with excellent to achieve profitable growth which enable us to care for people in a way that honors God." Polydeck does business well in order to show God's love to others. 1.5% of the previous year's sales (not profits, but sales) are set aside to care for employees, their families and communities, both nationally and internationally. To accomplish this, they not only contract with HWAW, but also employ a full time Caring Manager to facilitate the following programs:

- Corporate Chaplain services providing confidential counseling, hospital visitation, grief support and spiritual guidance. With over 100,249 employee contacts, 11,717 care sessions and 2,543 ministry communications with family members, all culminating in 88 faith decisions over the last 13 years, this program has greatly impacted the workforce and culture.
- Employee led Caring Team that helps to determine how the Caring funds are spent
- Every month \$3,000 is given to an area charity chosen by the employees
- Yearly support of the Laotian employees by participating in their New Year events and giving thousands of dollars to help build/renovate their temple.
- Support and development of multiple barrios in Nicaragua providing educational opportunities, housing, clean water, business training and more to those who need it most. Polydeck employees have personally sponsored approximately 100 children through the Chosen Children Ministries.
- Employee Benevolent fund - Twice a week an envelope is circulated throughout the company for employees to give a few dollars to help their colleagues that may be in need. Polydeck matches these funds at rate of 4 times the amount collected.
- Employee Emergency Loan fund - providing zero interests loans to employees.
- Employee Home Repair fund – provides money and resources for employees' home repairs.
- Employee Car Repair fund – provides free towing and up to \$750 for all employees' car repairs.
- Medical Emergency fund – provides funds for employees who face medical emergencies.
- Polydeck employees have volunteered over 8,740 hours over the last 11 years and given over half a million dollars of their own money for charitable causes. The Caring Culture is contagious.

His Way At Work walks alongside Christian business owners and teams, helping them develop and execute an operating system for caring in and through their company. Utilizing all the successes and challenges experienced at Polydeck as well as other businesses, HWAW has created a "plug and play" template that any CEO and Leadership team can follow to initiate a caring culture in their company. These principles and efforts have yielded not only a financial/tangible return on the investment, but also an eternal return on investment through lives changed by the power of God's love. We are His hands, we are His feet. Let us all work together to show the world the power and magnitude of God's love and desire to be involved in every part of our lives.

BUSINESS AS A NOBLE VOCATION AWARD

EDITION 2019

