

MURABAHA CAPITAL LTD

COMMUNICATION ON

PROGRESS

COP

2017-2018

Mission and Strategy Of Murabaha Capital Ltd



Mission:

- Providing the highest level of specialized advisory, financial and investment services.
- Commitment by focusing on sustainable projects that support environment, governance and transparency, and that are characterized by quality and accuracy.
- Exceeding the expectations of our customers in Syria and the middle east.

Strategy:

Murabaha Capital's strategy is to build long-term relationships with its customers and society by adhering to its 20 year CSR program through its policies of service commitment and community protection.

Achievements of Murabaha Capital Group Companies



Murabaha Capital Ltd is managed by a group of experts at the highest levels of experience in the field of advisory and financial investments. Murabaha adopts Business Environment Sustainability Policy in accordance with the principles of UN Global Compact and international sustainability standards. Murabaha's investment structure is a group of companies distributed in four regional centers (Syria, Lebanon, Sudan and Dubai). Murabaha expands locally through the opening of branches in some Syrian governorate, and is considering the possibility of opening more branches in other provinces.









Member of Murabaha Capital























www.murabahacapital.com

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MURABAHA CAPITAL MEMBERSHIP IN THE UN GLOBAL COMPACT SINCE 2011



UNITED NATIONS

NATIONS UNIES

POSTAL ADDRESS -- ADRESSE POSTALE UNITED NATIONS, N.Y. 1001

16 June 2011

Dear Mr. Hamwi,

Thank you for writing to the Secretary-General to express your company's commitment to the Global Compact's principles in the areas of human rights, labour, environment and anti-corruption. We appliand your leadership in making this decision and welcome your company's participation in the Global Compact – the world's largest corporate citizenship initiative, with thousands of business participants and other stakeholders from civil society, labour and government based in over 120 countries.

At the heart of the Global Compact is a conviction that business practices which are rooted in universal principles help the global marketplace to be more socially and economically inclusive, thus advancing collective goals of international cooperation, peace and development. Such goals are critical for the health and vibrancy of the private sector given the symbiotic relationship between business and society. Indeed, companies participating in the Global Compact are working diligently to give concrete meaning to this principle-based change approach.

The Global Compact asks participating companies to pursue two complementary goals:

(1) internalize the ten principles within the company's strategies, policies and operations and (2) undertake projects to advance the broader development goals of the United Nations, particularly the Millennium Development Goals. We understand that implementation of universal principles into business is a long-term process, and encourage participants to follow a path of continuous improvement. This commitment requires the sustained support of leadership through ongoing activities and partnerships, as well as a company's engagement in dialogues, willingness to learn and dedication to practical actions.

As a voluntary initiative, the Global Compact draws strength from our participants' commitment and actions. To spur implementation and progress, we provide various learning and engagement opportunities for our participants. These include: 60-plus country and regional networks where issues and activities are driven at a local level; practical tools and guidance documents on the principles and other priority issues; and international and local events where

Mr. Hassan Hamwi Chairman Murabaha Capital Damascus multi-stakeholder participants can exchange experiences, partake in learning and problemsolving exercises, engage in dialogue and identify like-minded organizations for partnering projects.

Further details on such activities can be found in the attached guidance document, "After the Signature: A Guide to Engagement in the United Nations Global Compact" and on the Global Compact website (www.unglobalcompact.org).

Credibility and accountability are critical factors for advancing the responsible business agenda—and for protecting the legitimacy of the Global Compact. Therefore, a key requirement for participation in the initiative is the annual submission of a Communication on Progress (COP) that describes your company's efforts to implement the ten principles. Your company's first COP is due within one year of joining the Global Compact, and every year thereafter. We take this integrity measure seriously and companies that fail to meet consecutive COP deadlines will be deactivated.

The Communication on Progress serves as far more than an indication of engagement in the Global Compact, and I encourage you to regard the process as a mechanism for assessing and demonstrating the impact of your company's actions to incorporate responsible practices into day-to-day operations and to bring about meaningful change in society. Guidelines for preparing and submitting your company's COP are also available in the attached guidance document.

Again, we thank you for joining the Global Compact. We are eager to hear your ideas and experiences, and encourage you to share your views with us. We stand ready to support your efforts to embrace the ten universal principles and contribute to a more sustainable and inclusive global economy.

Yours sincerely,

Georg Kell Executive Director UN Global Compact Office

GEOGRAPHICAL LOCATIONS OF MURABAHA CAPITAL



SOME CUSTOMERS IN VARIOUS **ECONOMIC SECTORS**

Oil, Gas & Power

Real Estate

Governmental Projects

Fund Raising



















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Merger

Create Investment Opportunities













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GLOBAL COMPACT WE COMMITTED OUR SELVES



The strategy of MURABAHA CAPITAL is driven by a commitment to do the right thing in our own business and to be a catalyst for change in the world around us.

Doing the right thing means playing our part in responsible business issues that are central to our businesses – from the quality of services and the diversity of our people, to our engagement with communities and our environmental footprint.

Being a catalyst for change means that we use our skills, voice, and relationships to work with others and influence activities that make a difference, create change and have a lasting impact on the world around us.



GLOBAL COMPACT WE COMMITTED OUR SELVES



We have four focus areas to bring this strategic intent to life locally: Responsible business, Diversity and inclusion, Community engagement, and Environmental management. We describe our work in each of these areas within this report. The overlaps and intersections of these four areas with the UNGC four areas of Human Rights, Labour Rights, Environment and Anti-Corruption, should become apparent throughout.

Chairman's Statement about Corporate Support for Social Responsibility and Global Compact



We are committed to sustainable development to create sustainable communities where people prefer to live in and work. Murabaha CAPITAL continues its support to the United Nations Ten Principles so that we regard social, educational, healthy development and environmental responsibility as a complementary factors to economic development. In addition, Murabaha CAPITAL focuses its activities on our country Syria by providing all needed services in the present situation of Syrian's crisis and continuing our initiatives to help people affected by war.

We want to enhance the value of MURABABAH CAPITAL in various aspects of Syrians' life in the long run, since we believe that economics, environmental, and social responsibility go hand in hand.

We confirm commitment and we want to have productive relationships with all partners and interested parties.

Regards

Hassan Hamwi Chairman

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The Importance of Joining the Global Network



- •MURABAHA tries to fulfill our social responsibilities in the most favorable conscious manner.
- •MURABAHA aims to achieve a more powerful organizational structure.
- •MURABAHA intends to be a part of a freshly blooming culture in the international business platform.
- •MURABAHA seeks to become a business partner preferred by multinational business platform.
- •MURABAHA undertakes risk management by means of being proactive against risks.





ACTIVITIES AND PROGRAMS IN SERVICE COMMUNITY DURING 2017-2018

- ✓ Training more than 500 university students in Syria who have been affected by war, especially in the subjects related to the systems of quality science.
- ✓ Launching free e-learning programs to help Syrian students who have been displaced by war around the world.
- ✓In continuation of the Murabaha Capital project to sponsor the families of martyrs of the Syrian Arab Army launched in 2014, financial and material support was provided to 35 martyrs' families. Murabaha seeks to expand its financial, material and moral support to 40 families.
- ✓ Providing material assistance to those affected by war through charities, to reduce harmful effects.
- ✓ Supporting some Syrian emigrants to Sweden to integrate in Swedish society and to get suitable employment opportunities.

Murabaha Capital's Social Activities During 2017-2018

- FREE training program offered by Murabaha Capital to various public bodies during 2017-2018.
- The quality program of tourism and the qualification and accreditation of 100 specialists in "inspection of quality and safety in food and beverage establishments according to ISO 22000 and HACCP regulations and IRCA International standards.









- Qualification of the Syrian Telecommunications company in accordance with ISO 39001 international traffic safety management system in syria.







- The establishment of the first specialized training program on total quality management systems and performance measurement in cooperation with the central trade union institute of the general federation of trade unions, partners in administrative reform.





- A diploma program "quality assurance and educational accreditation in cooperation with the center of measurement and evaluation.
- A diploma program" qualification of auditors of accreditation systems and quality with the scientific support of Smart Business Academy- Sweden.





- Scholarship of Sham University / in Damascus and Lattakia branches







- Establishing a branch for Arab Quality Makers in Aleppo in cooperation with Aleppo Chamber of Tourism.
- Delivering specialized courses for 84 trainees in the field of food quality. through Namaa development association for community protection and with a support from United Nations Commission.
- These activities are within the framework of Murabaha's vision and policy to spread the culture of quality and food safety in line with the goals ministry of tourism to achieve the quality of tourism services.



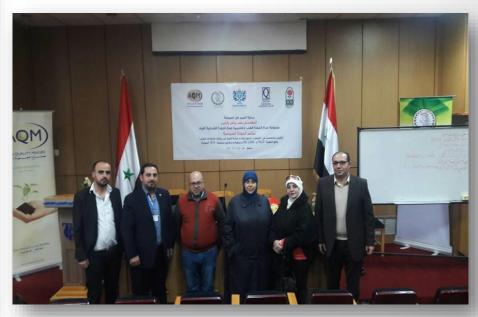


- Several conferences in order to contribute to the dissemination of quality culture and concepts: (Damascus Tourism Conference, Internal Medical Services Conference, Accreditation Systems Conference and Conformity Audit According to International Standards and International Standards for Security, Health, Safety and Hazardous Management Systems in accordance with ISO 45001

















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- Murabaha's participation in many conferences and forums, including: the forum of "Community Responsibility on Traffic Road Safety According to ISO 39001" for the first time in the Middle East. This forum was organized by The Union of Arab Banks and The National Council for Traffic Safety of the Presidency of the Lebanese Council of Ministers. Mr. Hamwi was invited to attend this forum as the chairman of Murabaha Capital, director Arab Quality Makers, Senior Expert in Smart Business Academy- Sweden and the director of Middle East Operations for Qualitas international Certification Ltd. UK.







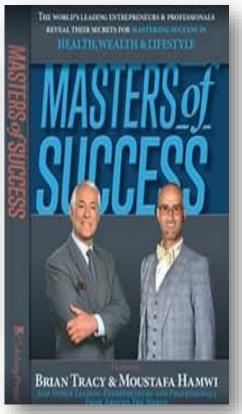


Moustafa Hamwi

Vice President of Murabaha is a Passionate Entrepreneur Coach and International Inspirational Speaker who visits different regions to spread his passion and help desperate persons.













This initiative was launched by Murabaha Capital community service program to enhance performance improvement in Syrian public sector. Measuring government performance will be done by citizens via a web questionnaire according to the International Standard of Customer Satisfaction and Complaint Handling ISO 10002. This initiative will measure the citizen's satisfaction about the services of public organisations, companies and directorates.

The first attempt to implement this initiative was on the website of Syrian Ministry of Industry.









<u>Principle 1: Support and Respect for the Protection of Internationally Recognized Human Rights.</u>

Murabaha provides a suitable working environment for its employees based on its belief in the importance of human resources as one of its main resources. It seeks to attract and develop the qualified workforce through focusing its attention on the following aspects:

Scientific and intellectual:

Murabaha has a yearly plan to train its team members according to their specializations, qualifications, the nature of their work and tasks. It also encourages technical and professional training; helps its team to acquire management skills; and provides several types of courses such as: archiving and record control. Murabaha has achieved 85% of its plan this year.

In addition, Murabaha is interested in the involvement of all its team in training programs (internships) organized by other institutions and academies.

Murabaha believes in the importance of internal education (self development), so it enhances knowledge exchange and experience transfer among its team members.

Murabaha's library contains 1200 books of various disciplines (administrative, computer and internet, economy and trade, quality, occupational health and safety ...).



- ✓ Provides health care to employees through health insurance programs and sick leave grants.
- ✓ Has published and communicated instructions and warning signs for environment, occupational health and safety.

Social:

- ✓ Provides social services to its employees, such as subsidies and incentives.
- ✓ Encourages employees to innovate
- ✓ Enables working women to obtain their rights: female workers constitute 90% of the total employees in Murabaha.



- ✓ Murabaha developed a record of conduct labor laws.
- ✓ sought equality in salaries and bonuses to employees, and paid fair wages.
- ✓ **Murabaha** has provided a healthy environment for employees such as allowing an hour break per work day.
- ✓ **Murabaha** has implemented a flexible work policy by enabling employees to work part-time or to choose their work days, giving this advantage to 40% of their employees.





Principle 2: Murabaha is not involved in violations of human rights:

- Murabaha is committed to ethical conduct in terms of honesty and justice in the dealings either towards its employees or interested parties (customers or suppliers).
- Murabaha respects the rights of its team members regarding their occupational safety, and it offers them rewards and incentives according to their performance. .
- -Murabaha evaluates its team members to measure their performance and to recognize the necessary training needs. Consequently, it trains them continually and provides equal opportunities for all of them to develop their work.
- Murabaha achieves gender equality for its employees.







Murabaha follows Syrian labour laws.

It respects the right of negotiation, including guild admission.

Murabaha encourages team members to participate in decision making because of its belief in their effective role in development and improvement. It is convinced that development starts at the bottom of work hierarchy. Therefore, it holds consecutive meetings to discuss difficulties, obstacles and problems in order to find suitable solutions. It motivates its team members to communicate with their directors about all work issues especially social responsibility.



Principle 4: Elimination of all forms of forced labor:

- Murabaha has an administrative system that defines the relationship between it and its team members. Both parties sign a contract that identifies items of agreement including: type of work, office-hours, workdays, and vacations according to the members' own circumstances.
- Murabaha gives fair salaries to its team members to grant them the minimum level to their living. It asks them if their salaries are not adequate. It provides them with necessary facilities (work-hours, leaving permissions, vacations...).







Murabaha complies with the labor laws relating to the non-employment of children under the age of 18 years.





<u>Principle 6: Elimination of discrimination in the field of employment and occupation:</u>

Murabaha follows the policy of indiscrimination with its team members by:

- Enhancing workforce in selecting team members according to their specializations and scientific capabilities without discrimination in any of: race, gender, religion, nationality, or handicapping.
- Providing equal opportunities to all team members in occupational training and developing, paying the fee suitable to effort, and granting rewards, incentives, vacations, and health care.
- Enabling women to work and to obtain their right in having high positions.

ENVIRONMENT



Principle 7: promote a precautionary approach to all environmental challenges:

- **Murabaha** enhances environment protection in its activities and services, through enhancing team awareness about the significance of environment protection from all types of pollution (noise, visual pollution...).
- It acknowledges its team about energy, water resources and renewable energy.

- It automatizes all its works, mails and correspondences to decrease paperwork to minimise paper work.

- Also, it does not employ smokers.



Principle 8: initiatives to expand responsibility for the environment

- Promoting a culture of environmental protection for its team, customers and all interested parties by delivering free awareness seminars.
- Taking the necessary procedures to conserve and optimize the energy sources.
- Joining the Syrian environmental society in 2002 and participating in its activities.
- Managing the Arab Center for Environmental Management Systems.
- Implementing ISO 14001 Environmental Management Systems in many companies.
- Conducting training courses in the field of environmental management in cooperation with the Arab Organization For Industrial Development, in addition to many courses in this field.





- **Murabaha** protects environment from pollution as it provides a suitable context without noise or smoke.
- Murabaha has contributed in supporting Syrian Inventors' Association to invent new technologies to protect environment and to participate in training courses and seminars about protecting environment.



Anti-CORUPTION





- Murabaha is committed to ethical conduct, especially in combating corruption in all its forms both inside and outside Murabaha, especially with regard to the parties that deal with them, realizing that these parties are partners in the work of Murabaha.
- Murabaha capital and its companies are proud that they are a group of businesses that have not been involved or accepted business for paying bribes and have repeatedly abandoned tenders and private and government contracts because of their demands for amounts and privileges.

We proudly announce that we are a clean business group of any practices in accepting bribes or extortion













































SDG₁

NO POVERTY:

- Cares about its poor employees and always provides them with financial aids.
- Helps the families of Syrian Arab Army Martyrs to achieve its faith on sustainable development seeking better life for them.
- Contributes to the provision of employment opportunities for young people in Murabaha Capital and its partners.



SDG 2

ZERO HUNGER

Murabaha tries to end hunger by providing some free meals for poor families

in Ramadan



SDG 3

GOOD HEALTH AND WELL-BEING

- Murabaha cares about its employees' health by providing health insurance and health awareness programmes, and sick leave.
- Murabaha puts hygiene & health care criteria, improves its services continually, and distributes it to all health institutions & programmes in accordance with the international associations requirements of health care quality to help them understand that and to be implemented



SDG 4

QUALITY EDUCATION:

- Murabaha is interested in Quality Education, it ensures quality education for all and promotes lifelong learning.
- Murabaha participates in a lot of conferences to achieve high level in education through its activities in 2017-2018.
- Murabaha cooperates with Center of Curriculum Developing and provides training internships to the Center of Measurement and Evaluation in the

Ministry of Education in Syria.

SDG 5

GENDER EQUALITY

- Murabaha increases the number of women at the Board and at senior management levels. The proportion of working women at Murabaha reaches 90% of employees.
- Murabaha never differentiates between women and man in terms of treatment, remuneration, salaries and facilities.



SDG 6

CLEAN WATER AND SANTATION

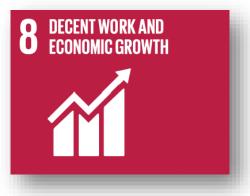
Murabaha cooperates with some water companies to help them provide pure water for their customers, and helps them provide free clean water for people in most needy areas.



SDG 8

DECENT WORK & ECONOMIC GROWTH

Murabaha achieves that when it helps companies to implement ISO.



SDG 10

REDUCED INEQUALITIES

Murabaha achieves this goal by applying business etiquette conduct, allows women to accomplish the right of working, and protects children's' rights at Murabaha



SDG 12

RESPONSIBLE CONSUMPTION & PRODUCTION

Murabaha cooperates with a lot of ministries and companies to help them reduce energy consumption and to produce good products.



SDG 17

PARTNERSHIPS FOR THE GOALS

Murabaha makes partnership in local, Arabic and international regions with governmental, private, social and public sectors in Syria in order to strengthen the UN principles.



We are committed to go on in our social responsibility

Results of Commitment and our Next Plan

The impact of our commitment to the Global Compact has been very positive: First, increasing communication with community and its organizations; second, team satisfaction; third, more recognition of our transparency and environmental protection programs by 22% compared to the last year.

We affirm that we will keep our commitments, increase our activities, provide financial and moral support to our local community according to the principles of social responsibility in Global Compact



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