

01 February 2022

To our stakeholders:

I am pleased to confirm that SOURCEitHR reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,



Karim Mubarak
Managing Partner



Description of Actions

Human Rights

- We ensure workers are provided safe, suitable and sanitary work facilities
- We protect workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats
- We take measures to eliminate harmful elements that could hurt or threaten human life and health during the delivery of the service

Labour

- We ensure that the company does not participate in any form of forced or bonded labour
- We comply with minimum wage standards
- We ensure that employment-related decisions are based on relevant and objective criteria

Environment

- We avoid environmental damage via regular maintenance of production processes and environmental protection system (air pollution control, waste, water treatment systems, etc.)
- We ensure emergency procedures to prevent and address accidents affecting the environment and human health
- We Minimize the use and ensure safe handling and storage of chemical and other dangerous substances

Anti-Corruption

- We assess the risk of corruption when doing business
- We mention “anti-corruption” and/or “ethical behavior” in contracts with business partners
- We ensure that internal procedures support the company’s anti-corruption commitment

MEASUREMENT OF OUTCOMES

- Demographics of management and employees broken down by diversity factors (e.g., gender, ethnicity, age, etc.)
- Rate of occupational diseases, injuries, and absenteeism
- Carbon foot print off setting