



Basrah Development Services Company Ltd.

شركة البصرة للخدمات الانمائية محدودة المسؤولية



Basrah Development Services Communication on Progress

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Period Covered: 15th August 2011 to 14th August 2012



Statement of Continued Support by the CEO

I am pleased to confirm that Basrah Development Services reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of human rights, labor, environment and anti-corruption. In this annual Communication on Progress we describe our actions to continually improve the integration of the Global Compact it's principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

Sinan Shakir Abdul Kareem
CEO

20 October 2012



Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses

Assessment, Policy & Goals

Basrah Development Services (BDS) actively supports the Universal Declaration of Human Rights. We will not carry out business with any countries or regimes where flagrant human rights abuses are known e.g. torture, politically motivated disappearances etc.

Basrah Development Services (BDS) has a Dignity at Work Policy and is committed to ensuring that all our employees are treated fairly and with respect. Basrah Development Services (BDS) will not tolerate victimization, bullying or harassment.

Implementation

As we expand our operations internationally all efforts are made to ensure that countries we are trading in comply with the Universal Declaration of Human Rights.

Basrah Development Services (BDS) has a Grievance Procedure in place and offers mediation to staff as a first stage resolution to any problems experienced in the work place.

Staff consultation is run where organizational changes are being implemented to ensure staff are informed and have an opportunity to influence outcomes.

Basrah Development Services (BDS) has a range of Human Resources policies which reflect our proactive stance on human rights including our Dignity at Work Policy, Equal Opportunities Policy and Flexible Working Policy.

Outcomes

In the past year Basrah Development Services (BDS) has not been subject to any investigations, legal cases or incidents involving Human Rights.



Labor

- Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4:** the elimination of all forms of forced and compulsory labor;
- Principle 5:** the effective abolition of child labor; and
- Principle 6:** the elimination of discrimination in respect of employment and occupation

Assessment, Policy & Goals

Basrah Development Services (BDS) supports the ILO Core Conventions and will not do business with any organisation who uses forced or child labour.

All Basrah Development Services (BDS) employees are issued with a contract of employment which clearly states their terms and conditions including pay rates and overtime pay arrangements. All staff are issued with a Company Handbook which includes information on standard terms and conditions of employment, company benefits, company rules, grievance and disciplinary procedures.

Where Basrah Development Services (BDS) employs agency workers we are fully compliant with the Agency Worker Regulations.

Basrah Development Services (BDS) complies with all relevant health and safety legislation and provides a range of different safety related training to staff as appropriate to their job role.

Basrah Development Services (BDS) has enrolled one of their staff into an HS&E training to enable him to hold the position of an HS&E officer.

Implementation

Basrah Development Services (BDS) each year hold a Company Review where the Chair speaks about the past business year, appraising staff of what was achieved, where to go next and thanking individuals who have made a specific contribution.

Basrah Development Services (BDS) has a range of Human Resources Policies which support best practice in terms of labor and employment including an Equal Opportunities Policy, Appraisal Procedure and Flexible Working Policy.



Basrah Development Services (BDS) has a Health & Safety Policy and a well-developed range of safety procedures. Risk assessments are reviewed annually, we started to run a health surveillance programme and carry out regular safety audits of all sites and Departments.

Outcomes

Basrah Development Services (BDS) runs a system of annual appraisals each year to identify personal development needs and training requirements and these are activated where ever financially possible.

Basrah Development Services (BDS) has not been involved in any investigations, legal cases or other relevant events related to the contravention of the Global Compact Labor principles.

Agency workers are given clear information regarding their hours and working requirements, and are free to make use of all welfare facilities provided including the staff canteen, rest areas etc.

Basrah Development Services (BDS) has not been subjected to any health and safety statutory notices or prosecutions in the last year.

Environment

Principle 7: Businesses should support a precautionary approach to environmental changes;

Principle 8: Undertake initiatives to promote greater environmental responsibility; and

Principle 9: Encourage the development and diffusion of environmentally friendly technologies

Assessment, Policy & Goals

Basrah Development Services (BDS) has a Sustainability Policy. We also have a separate Environmental Policy and a specific Policy on the Sustainable Management of Live Events.

Basrah Development Services (BDS) has targets set each year to increase the amount of waste we are able to recycle and decrease the amount of waste going directly to landfill.

In addition we have targets for reducing fuel for vehicles and Generators, this year we have improved the carbon footprint of our company fleet by replacing older vehicles and generators.

In the coming year we will be expanding our current environmental procedures so we have a full Environmental Management System in operation – this should help us reduce environmental incidents, increase training to staff in environmental matters, have a proper auditing system in place and make us better able to respond to any issues should they arise.



Implementation

Regular campaigns have been run throughout the past year advising staff of waste recycling targets. All environmental incidents are investigated and remedial actions taken – this includes an immediate response to rectify the incident, plus training for staff or amendments to procedures/processes to prevent any recurrences.

Outcomes

Basrah Development Services (BDS) uses licensed waste companies for disposal of waste. Fuel consumption is monitored on a monthly basis and with trackers fitted in some vehicles too (to monitor speeding and harsh braking etc.) Generators consumption is monitored as well.

Basrah Development Services (BDS) has not had any reportable environmental incidents within the last year and has not been subject to any statutory notices or prosecutions.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery

Assessment, Policy & Goals

Basrah Development Services (BDS) is committed to work against Bribery Act and does not participate in any corruption, bribery or extortion. Basrah Development Services (BDS) supports the UN Convention Against Corruption and does not operate in countries or with organizations who are corrupt.

Implementation

The Finance Director is ultimately responsible for anti-corruption within Basrah Development Services (BDS). Training for all relevant staff is planned once a training session is conducted in the area.

In the Company Policy there is extensive guidance on the acceptance of gifts which is not permitted without reference to a senior Manager.



Outcomes

Basrah Development Services (BDS) has not been involved in any legal cases, rulings or other events related to corruption or bribery.

Basrah Development Services (BDS) submits audited accounts every year to be verified by external auditors and this is used as one of the methods of identifying any spurious payments which could be related to bribery or corrupt behavior.

