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UN Global Compact

Human Rights

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

Principle 2: Make sure they are not complicit in human rights abuses.

Mercato del Golfo (MDG) has worked in challenging and remote locations throughout the Middle East since 2003. We have employed upwards of 150 employees representing over 15 nationalities. Many of our employees represent third world labour forces: representing a challenge in ensuring proper recruitment, hiring, work conditions and accommodation of staff members.

MDG has adapted the Universal Declaration of Human Rights and US Government guidelines on Trafficking in Human Beings (TIPs). We have followed the US Government regulations on Trafficking in Human Beings in all our operations. Our contract performance is constantly monitored and inspected by International Corporations and Audit Agencies.

As a part of our recruitment and employee orientation training, new staff members are informed of their rights in their native language. Contracts defining salary and benefits are issued to each employee. MDG pays all recruitment fees, visa, airfare, travel lodging and meals.

Employee orientation includes individual human rights and direct reporting access that is independent of direct line management. Daily training modules cover all aspects of job performance and a Trafficking in Persons (TIPS) module that reinforces employee human rights.

Labour Camps and Lodgings are routinely inspected to ensure that each employee receives a minimum of 55 square feet of personal space, adequate caloric intake, no cost medical care, a free monthly hygiene kit, and free laundry service. Employees are issued 6 complete sets of company uniforms, 2 pairs of safety shoes, winter weather clothing and job-related personal protective equipment (PPE). As required, body armour is provided for employees working in conflict zones. All employees retain their own passports.

Working hours are governed by the labour law of the country in which we are operating or our own corporate policy, with the more stringent policy being applied if compliance is unclear.

MDG has adapted a no-tolerance policy regarding violations of human rights. From direct line supervisors to corporate management: all management personnel are held directly responsible for the welfare of employees.

MDG is ISO 9001: 2008, and ISO 22000:2005 certified. Our ISO audit systems ensure proper living and working conditions for our staff and subcontractors.