

UN Global Compact

Labour

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 labour.

Principle 5: The effective abolition of child labour.

Principle 6: The elimination of discrimination in respect of employment and occupation.

Mercato del Golfo (MDG) respects and protects the right of employees to freely associate and form collective bargaining groups as allowed by local labour laws in the countries in which we operate. We do not discriminate against employees involved in activities of association or collective bargaining. While all of our work is performed in the Middle East, where labour organizations are not common, we do impose International Labour Organization guidelines within our organization. Such guideline compliance is mandatory through our contracts with governments, international agencies, NGOs and global corporations.

Work contracts clearly define employee entitlements, including salary and its payment date, vacation, indemnity and medical entitlements. MDG is committed to not tolerate any inhumane treatment of people working for us, including any form of forced labour, physical punishment or other abuse, and as such, MDG will launch a project during 2013 to compile a formal Human Resources Policy that will apply to the whole group of companies, with the rollout scheduled for 2014.

MDG promotes workplace equality and seeks to eliminate all forms of unfair discrimination. Equitable processes for recruitment, promotion and remuneration are in place, which ensure employment and promotion on the basis of job requirements and merit, and which support the establishment of a diverse workforce and ensure that all employees and employment applicants are treated equally irrespective of race, colour, sex, sexual orientation, religion or belief, family circumstances, political opinion, age, nationality or disability.

Employee training is on-going: allowing MDG to identify abilities and to promote from within the organization. It is not uncommon to find that employees who began with the company have risen to supervisory or management roles.

MDG includes information on employee rights to associate and bargain in our employee orientation program and on-going training program. Employees elect their own representative to management on location and they receive direct QA/QC corporate access.

MDG carefully screens all employees prior to employment. We do not employ personnel under the age of 18, nor do we accept suppliers who employ children. In countries where the minimum employment age is higher, we adhere to local laws. By implementing ISO 9001 standards, all vendors are vetted prior to engaging in supply contracts.