



ARABIAN GULF MINE ACTION COMPANY (AGMACO)

UN GLOBAL COMPACT

2014 COMMUNICATION ON PROGRESS

Letter of Commitment from Arabian Gulf Mine Action Company's General Manager

While offering Arabian Gulf Mine Action Company, represented by its Director General and its staff of administrative and technical, our sincere appreciation and thanks to the support program of the Global Compact for demonstrating the cooperation and support of our company , we would like to express our sincerity and seriousness as we continue to provide full support of the Global Compact and renew with confidence and determination on this and continue to strengthen the bonds of cooperation and communication and the exchange of ideas and visions wich are binding us to see the honesty and express goodwill and that will strengthen national capacities for our company and the national staff .

We are confident that our engagement and our cooperation will increase day after day to provide the best.

Sincerely,

Akeel I. Al-Khalidy
General Manager
Arabian Gulf Mine Action Company



ARABIAN GULF MINE ACTION COMPANY (AGMACO)

UN GLOBAL COMPACT

2014 COMMUNICATION ON PROGRESS



ARABIAN GULF MINE ACTION COMPANY (AGMACO)

UN GLOBAL COMPACT

2014 COMMUNICATION ON PROGRESS

UN Global Compact – Communication on Progress

February 2014

UN GLOBAL COMPACT PRINCIPLE	AGMAC'S POSITION	PROGRESS HIGHLIGHTS
HUMAN RIGHTS		
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and,	The company operates in the field of demining and ordnance, one of the most dangerous types of work, especially with (Human) This danger lies in the (materials that are removed) meaning mines and other remnants of war which is the result of wars and regional conflicts earlier.	<ul style="list-style-type: none"> - The company and according to its policy and based on the International Mine Action Standards has ensure all safety measures and ensure the rights of employees who work in this area. - The company secured through its stated policy, all the safety measures and ensure the rights of employees who are exposed to injuries (minor injuries or major or death) through the compensation of both (financially and medically). - The company has developed and through the employment document, a special criteria for the respect of human rights by paragraph (rules and behavior) and the most important points to be followed by employees and to ensure their rights and the rights of others.



ARABIAN GULF MINE ACTION COMPANY

(AGMACO)

UN GLOBAL COMPACT

2014 COMMUNICATION ON PROGRESS

<p>Principle 2: make sure that they are not complicit in human rights abuses.</p>	<p>AGMACO made all the efforts to make sure that the company is being in close contact with the employees and communication between the two parts are going through the right channels.</p>	<p>Through risk assessment on human rights (employees) during the last period was conducted the following :</p> <ul style="list-style-type: none"> - Complain box to receive complaints and suggestions in all the projects of the company operating in several different areas . - Open a direct complaints path to the Director General by reviewing employees who have complaints to the company's headquarters directly . - Send complaints to (general manager) by (Message) in some cases to the company's headquarters - Respond and take action and investigate all complaints received and the extent of their truthfulness. - The training made to all the employees and on an ongoing basis through the Department of Training and development capabilities and resources department of human developmental and educational principles of human rights and duties of each individual work and the
--	---	--



ARABIAN GULF MINE ACTION COMPANY (AGMACO)

UN GLOBAL COMPACT

2014 COMMUNICATION ON PROGRESS

		<p>establishment of a bi-monthly meetings for all employees to see their problems and find solutions to them .</p> <ul style="list-style-type: none"> - Distribution of data and documents through development courses (duties and responsibilities) that belong to each employee on all levels. - Develop and change human resources policy and procedures in line support for human rights in accordance with the standards national and international commensurate with the social reality of the country and the social and psychological pressure on employee which exposed him to the environment and social surroundings.
LABOR STANDREDS		
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	<p>Our 1350 employees drive our business, and we have a responsibility to create a respectful and rewarding work environment for them. We are an ISO credited company and we made sure that all our employees have the accreditation for that too, for them to be involved in the company business and work according to the ISO national standards.</p>	<ul style="list-style-type: none"> - The company deal with the immediate and follows all offenses related to human rights with project managers or stakeholders and the statement of the aspects of the dispute that led to the result of violation of human rights and develop appropriate solutions to them and not



ARABIAN GULF MINE ACTION COMPANY (AGMACO)

UN GLOBAL COMPACT

2014 COMMUNICATION ON PROGRESS

		<p>the loss of the rights of the parties in conflicts.</p> <ul style="list-style-type: none"> - The legal department of our company and the Department of Human Resources and Operations made the investigation of the issues contained in violation of human rights or that have a relationship to human rights and submitted to the Director-General to decide it according to the provisions of the labor law , which guarantees the rights of the Iraqi staff and workers. - Holds an annual conference at the end of each year displays in which all activities and events each according to his oath and display the results and the annual assessment and give her the lessons derived and prepare (strengths , weaknesses, opportunities and threats) that may face the company and its employees next year . - Government departments and institutions or non-governmental related to the rights of employees ,
--	--	---



ARABIAN GULF MINE ACTION COMPANY (AGMACO)

UN GLOBAL COMPACT

2014 COMMUNICATION ON PROGRESS

		<p>such as the Department of Mine Action / Centre for Mine / Social Welfare Department / Department of Social Security and others, and through contact staff by directly or indirectly are checking , monitoring and recording of any breach of the human rights of employees and contact the company via formal means for those violations , if any.</p>
<p>Principle 4: the elimination of all forms of forced and compulsory labor;</p>		<ul style="list-style-type: none"> - Business facing workers employed where multiple types of risk resulting from errors personal and, non-adherence to the standards of occupational safety. - The company is keen to clarify what came in above during the conduct preliminary interviews and technical applicants lest they are aware of the type of work who will practice it . - Bearing in mind the company sampling of workers and employees who meet the efficiency and the appropriate degree and a burning desire to work . - Appendix (A) shows the model of the



ARABIAN GULF MINE ACTION COMPANY (AGMACO)

UN GLOBAL COMPACT

2014 COMMUNICATION ON PROGRESS

		employment contract between the workers and employees who come to work in the company and between the company and which has been prepared in accordance with the Labor Law of the Republic of Iraq in 1987.
Principle 5: the effective abolition of child labor; and		<ul style="list-style-type: none"> - Open developmental courses , technical courses and technical rehabilitation and training sessions to the highest positions in accordance with the training programs designed on the basis of safety standards and professional , national and global under the supervision of skilled trainers and experts in the field of demining and ordnance . - Send a number of advanced cadres of the company outside of Iraq to participate in the finest training and development programs according to international standards in this area to provide the science and knowledge and experience and increase capacity according to a policy designed by the company for this purpose . - The existence of the Department of



ARABIAN GULF MINE ACTION COMPANY (AGMACO)

UN GLOBAL COMPACT

2014 COMMUNICATION ON PROGRESS

		<p>Occupational Safety and Health (HSE) and under the supervision of skilled trainers and experts who have received certificates from the finest high institutes and training institutions in the world and who run the policy to the health and safety of employees. And our company puts into its consideration the equality between the staff and the preparation of rehabilitation programs (theoretical and practical) is posted in accordance with the national and global levels for the purpose of (rehabilitation staff to higher positions) and in proportion to the results they receive and determine the wages and salaries appropriate .</p> <ul style="list-style-type: none"> - Hold meetings (bi-monthly and monthly) with all employees and stakeholders to exchange views and listen to the visions of the staff and their problems and find appropriate solutions be found. - All the responsibilities and duties of workers and employees are distributed according to a brochure (
--	--	--



ARABIAN GULF MINE ACTION COMPANY

(AGMACO)

UN GLOBAL COMPACT

2014 COMMUNICATION ON PROGRESS

		<p>duties and responsibilities) located in the department of human resources and is read each duty or responsibility of the employee before a contract is signed and direct action .</p> <ul style="list-style-type: none"> - Coordination with government institutions and non-governmental and private (Department of Labor and social security / insurance institutions and other institutions) contexts and prepare to protect the workers and staff and conduct surveillance on them and support them .
<p>Principle 6: the elimination of discrimination in respect of employment and occupation.</p>	<p>AGMACo made sure and as based on the principles of the General Commission of the United Nations to include all regardless of their gender, race within legal age, in the recruitment process and in spite of the work in our company is the work of men only in the field, but the company's headquarters and public departments you can find a lot of employees who work in the field of human resources, administrative and operational, writing and reporting. See Annex (b).</p> <p>Arabian Gulf Mine Action Company and based</p>	<ul style="list-style-type: none"> - Our company policy does not distinguish any employee , whether in religion or race , we find them all (spectra , religions , nationalities from all of Iraq's provinces) , one of the pillars of a strong policy based upon our company nor waived . - Creation of employment contract set out in Appendix A to many of the following points : - <ol style="list-style-type: none"> 1- Investigations and how and when to be executed. 2- The legal provisions relating to staff.



ARABIAN GULF MINE ACTION COMPANY

(AGMACO)

UN GLOBAL COMPACT

2014 COMMUNICATION ON PROGRESS

	<p>of its experience and commitment to International Mine Action Standards got several certificates in ISO</p> <ul style="list-style-type: none"> - First : ISO 1 4001: 2004 Environment Management - Second : ISO OHSAS 8001:2007 Health Safety Management System - Third : ISO 9001: 2008 Quality Management Systems 	<ul style="list-style-type: none"> 3- Fines and when cases are applied and their own. 4- Any other matters related to the autonomy of the workers and employees. - The company holds two conferences each year , the Conference every six months to make a general assessment of the period covered by the evaluation (strengths , weaknesses, challenges and threats) , is prohibited by all employees in the higher grades , and administrative and technical preparation of the final evaluation for that period and exceeded the negatives . - Involve a number of experienced and competent professors and private colleges and universities in those annual conferences to participate in those discussions and enrich the audience with their observations and take advantage of them in the subsequent phase . - One good indicators in determining progress is increasing the number of
--	---	---



ARABIAN GULF MINE ACTION COMPANY

(AGMACO)

UN GLOBAL COMPACT

2014 COMMUNICATION ON PROGRESS

		<p>employees during the reporting period (25%) as it was the last period which became a staff of 650 employees and workers to the (850) employees and workers .</p> <ul style="list-style-type: none"> - Our company operates according to national standards and global affairs mines and under the supervision and control of the Department of Affairs of mine / Iraqi Ministry of Environment , which are directly and indirectly hold all the checks and making sure our company's commitment to national standards and global well as the commitment contexts standard work (SOP) for the company and that on the basis of which grants special authorization to work . - Special authorization to operate (Accreditation) which is entitled to the AGMACo renewed every two years to make sure that all the safety standards and professional full according to government committees of various relevant ministries (environment / defense / internal / national security)
--	--	---



ARABIAN GULF MINE ACTION COMPANY

(AGMACO)

UN GLOBAL COMPACT

2014 COMMUNICATION ON PROGRESS

		.
ENVIRONMENT		
Principle 7: Businesses should support a precautionary approach to environmental challenges;	AGMACo operates in two different areas and dangerous environment, and the most important is the Gas and Oil environment and the resulting gases and pollutants and , the other one is the environment of mines and remnants of war.	<p>Hence, environmental considerations surrounding the existing policies of the piece is based on the following points .</p> <ul style="list-style-type: none"> A. The external environment (petroleum), where our company operates with all of its projects deployed in the provinces (Basrah / Maysan / Wasit) in an environment of 100% petroleum and the resulting pollutants and greenhouse gas and other petroleum products with great harms to health and the environment . B. The internal environment (mines and remnants of war) and the resulting radiation from them or fumes or toxic gases as a result of exposure of many military equipment as a result of wars and conflicts to previous strikes Eemiaoa or uranium Amoill . C. The company has taken a strong policy in the field of interoperability and entrusted the task to the Department of Occupational Safety and Health , in



ARABIAN GULF MINE ACTION COMPANY (AGMACO)

UN GLOBAL COMPACT

2014 COMMUNICATION ON PROGRESS

		<p>coordination with the Directorate of Environment Protection south / south of Iraq in accordance with national and international standards .</p> <p>D. Provide the company through its contract with the finest global companies radiation detectors and toxic gases and the degree of danger to the officers and staff in projects and fields...</p>
<p>Principle 8: undertake initiatives to promote greater environmental responsibility; and</p>		<p>A. In coordination with the international oil companies (the customer) are working with our company and on the basis of plans prepared for this purpose has developed these companies and our company believes in an intensive training program (staff safety from environmental pollution first and second environmental safety of air).</p> <p>B. Prepare plans to reduce environmental pollution, as follows:</p>



ARABIAN GULF MINE ACTION COMPANY (AGMACO)

UN GLOBAL COMPACT

2014 COMMUNICATION ON PROGRESS

		<ol style="list-style-type: none"> 1- The reduction of waste materials according to the possibilities available. 2- Re-transfer of funds to safe drinking water to the re-refining plant water and do not throw in the waste of these funds to take advantage of them. 3- The use of bags of garbage collection medium-sized and large and throw it in the landfill allocated in the work areas and under the supervision of the Directorate of Environment province concerned. 4- rationalization in the use of potable water for sanitation as well as the transfer of sewage by wheels move the sewage to the landfill . 5- the use of masks , especially in the days in which there were dirt, dust and gases from oil wells .
--	--	---



ARABIAN GULF MINE ACTION COMPANY (AGMACO)

UN GLOBAL COMPACT

2014 COMMUNICATION ON PROGRESS

		<p>6- The use of modern technology to measure the temperatures in the atmosphere , especially hot summer days and to stop work if the air temperature exceeded the permitted class working out.</p> <p>7- the preparation of programs daily visits and intensive coordination with departments and branches of the Occupational Health and Safety for oil companies relevant for the implementation of safety measures and occupational and environmental health .</p> <p>8- the preparation of development programs and awareness related to the environment and its negative effects on the health of the employee or the worker in case of failure to take proper precautions to it.</p> <p>9- The surveillance program and</p>
--	--	--



ARABIAN GULF MINE ACTION COMPANY (AGMACO)

UN GLOBAL COMPACT

2014 COMMUNICATION ON PROGRESS

		<p>quality control and evaluation of performance and ensure necessary actions to reduce the negative effects applied strictly and thoroughly by the Department of Occupational Health and Safety .</p> <p>10- The distribution of roles and responsibilities of each within its competence with respect to the environmental side shown within the contexts of standard work (HSE) for the company.</p>
<p>Principle 9: encourage the development and diffusion of environmentally friendly technologies.</p>		<p>A . The company deals through rehabilitation and development courses for new workers enrolled them to work through lectures (occupational health and safety and environmental protection) that are part of the training program , which ranges between (two weeks - a month) by jurisdiction have flour .</p> <p>B . Praised the terms of the employment contract set out in Appendix A to the duties and responsibilities , fines and investigations into the rules of conduct and job performance.</p>



ARABIAN GULF MINE ACTION COMPANY

(AGMACO)

UN GLOBAL COMPACT

2014 COMMUNICATION ON PROGRESS

		<p>C . The company has achieved remarkable progress in the field of environmental and occupational safety and health, especially in the projects that I have worked and still working until now , and without major incidents , including:</p> <p>First, the project Exxon mobile (250000) working hours without incident. Annex (d)</p> <p>Second: the project (Brutish Petroleum) 1 million square meter without incident. Annex (e)</p> <p>D . The Department of Environment / Environment southern Iraq / Ministry of Environment in collaboration with the oil companies operating in southern and central Iraq to monitor performance and evaluate the results and give advice and guidance to avoid the negatives .</p>
ANTI-CORROPTION		
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	<p>Based on the company's policy in place and that the system of work (administrative and financial corruption) that is almost devoid of them, and in spite of dealing with the company, whether the government side (government departments and institutions related or non-government side (beneficiary</p>	<p>The most important points contained in this topic can be summarized as follows :</p> <p>A . The most important forms of corruption faced by the company is</p> <p>First, cronyism</p> <p>Second: favoritism</p> <p>Third: nepotism .</p>



ARABIAN GULF MINE ACTION COMPANY (AGMACO)

UN GLOBAL COMPACT

2014 COMMUNICATION ON PROGRESS

	companies / customers)	<p>Fourth: the looting of public money . Fifth: extortion.</p> <p>B . According to company policy to combat all kinds of corruption that have been mentioned are the zero-tolerance with the slightest corruption , if any.</p> <p>C . Administrative system used in the company and to prevent a large degree of doing any kind of corruption and quickly detect any case of the Director General.</p> <p>D . Damage orientation programs for all employees in the process of preventing corruption cases (high-resolution) .</p>
--	------------------------	--

Annexes:

(A) The employment contract

(B) a picture of a company's staff (men and women)

(C) the ISO number (3)

(D) a certificate of appreciation from the company Exo mobile to accomplish the work of cleansing 250,000 hours worked

Without an accident



ARABIAN GULF MINE ACTION COMPANY (AGMACO)

UN GLOBAL COMPACT

2014 COMMUNICATION ON PROGRESS

(E) a certificate of appreciation from the company (BrutishBetroluirn) to accomplish the work of cleansing 100000000 m²

Without an accident

(F) a certificate of appreciation and thanks from the Ministry of Environment / Centre for Mine

(G) a certificate of appreciation and thanks from the province of Basra

(H) a certificate of appreciation from the United Nations Development Program (UNDP)