

High Precision
for general trading co. Ltd.

Baghdad-Al-Jadiria-Al-Jamiaa district
Quarter 913 / Zukak 71 / Bldg 3
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شركة الدقة العالية

للتجارة العامة المحدودة
بغداد-الجادرية-حي الجامعة
محلة 913-زقاق 71-دار 3
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COMMUNICATION ON PROGRESS 2013 (COP)

SUBMITTED BY: AL DAQHA AL ALIA FOR GENERAL TRADE LTD

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TABLE OF CONTENTS

TABLE OF CONTENTS	2
1. FOREWORD	3
2. HUMAN RIGHTS	4
3. LABOUR	5
4. ENVIRONMENT	7
5. ANTI-CORRUPTION	8

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1. FOREWORD

1.1. Statement of Support – Note from CEO

AL Daqha AL Alia is a Iraqi based company with highly experienced environmental consultants, and with proud track record of delivering works of high quality to many satisfied organizations.

Being a pioneer in our industry, we see the responsibility of taking the lead to promote and cultivate corporate social responsibility in Iraq. AL Daqha AL Alia would like to demonstrate our commitment to the UNGC by submitting our second COP.

We would like to extend our support of the ten principles of UNGC. The ten core principles have been our operating guideline since our joining on 2011 and we believe that we have been able to play our part as a responsible corporate citizen. Our COP will be disseminated to stakeholders through annual report and corporate newsletters.

We are proud to be a participating member of Iraq Compact and will continue to be a positive influence to others by sharing our experience.

Hayder Al Tahan
Founder and CEO



2. HUMAN RIGHTS

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

Principle 2: Business should make that they are not complicit in human rights abuses.

At AL Daqha AL Alia we treat people as the most important elements of our company. We are not only fully committed to comply with guidelines from the Ministry of Labor And Social Affairs, but also take steps towards good employment practices. We do this by ensuring a fair, objective and equitable approach to all employees.

We insure timely and accurate payment of wages, provision of different types of employment leave and medical benefits. We also provide as pleasant working environment as possible, and keep within reasonable and decent operating hours, unless called for by clients' urgent requirements.

Career growth and enrichment is practiced as well, to enable our people to progress professionally, with training allowances set aside so for this purpose. This will allow for continuous improvement at the personal level which is crucial in the line of business that we operate within.

We believe in rewarding our employees for good work. Besides project bonuses for successfully completed work, we have in place an Employee of the Quarter award that recognizes excellence from our people.

This comes with a monetary incentive as well. We have adopted work-life friendly practices and remain committed to cultivate a harmonious working experience within our corporate culture.

Measurement of the outcome

Increase in productivity, growth in profit and crating strong bonds between company and employees, and to our stakeholders.

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3. LABOUR

Principle 3: Business should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: Business should uphold the elimination of all forms of forced and compulsory labor.

Principle 5: Business should uphold the effective abolition of child labor.

All of our employee are Iraqi citizens . All are executive professionals which have no labor union association.

As at 2013, the age breakdown of our employees is shown below:

Employee Age Summary 2013

AGE	Management	Tech.	Non – Tech.
Less than 18 years old	0	0	0
18 – 20 years old	0	0	0
21 -30 years old	2	5	14
31 – 40 years old	1	1	8
41 – 50 years old	2	2	0
Total	5	8	32

AL Daqha AL Alia is strongly against child labor, and any forms of labor abuse.

Our working hours are based on a five-day working week,

Measurement of the out come

We have established good relation and harmony between the management and employees, based on trust and respect, and fully faithful for their work with safe work environment, and we set good example for others to follow our work rules standards.

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Principle 6: Business should uphold the elimination of discrimination in respect of employment and occupation.

We promote diversity of cultures in our workspace, and provide equal opportunity for each and every individual that joins our company. We accept individual regardless of gender, race, and religion. Our company enjoys and celebrates cultural richness brought about by our mix of employees.

Employee 2013

	Man	Woman
Kurd	2	4
Arab	17	10
Others	6	6

Employee Work Life Balance Program

A program is in place for our employee to refresh and create bonding opportunities, both formally and informally. In 2013, we organized a company trip to Erbil in north of Iraq; we regularly celebrate employee's birthdays ; and we periodically organize company-level functions and social activities.

Measurement of the outcome

Fully integration between employees and the management ,as the employees considered al Daqha Al Alia part of the their bigger family and the company is their second home .

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4. ENVIRONMENT

Principle 7: Business should support a precautionary approach to environmental challenges

Principle 8: Business should undertake initiatives to promote greater environmental responsibility

Principle 9: Business should encourage the development and diffusion of environmentally friendly technologies

As global warming becomes a major concern worldwide, we are aware that we need to take urgent steps in doing our part to protect our environment. We constantly educate and remind our staff, friends, and neighbors to have good eco-friendly practices not just within the office environment, but also encourage them to 'play it forward' within their own home environments.

Energy Saving Policy

All our employees are required to switch off unnecessary lights and air conditioners, as well as power down electrical appliances if not in use. We have set strict guidelines that govern acceptable office temperature settings (within the range of comfort zone), as well as turning off equipment when away from their areas beyond set time frames.

Recycling Paper

We have a recycling policy in place as well, that details recycling conditions and proper recycling procedures. On another level, we encourage communication through email, and document sharing to reduce the overall usage of, and reliance on, paper.

All computer equipment used are optimized for reading on-screen, so as to minimize the use of paper.

Measurement of out come

All our partners and neighborhood began to consider how much the good environment can reflect their daily life, and their health, and began to educate their families and relatives so by time we will have educate more and more people to reach the whole society.



5. ANTI-CORRUPTION

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

Our Company strongly believes in a fair trade environment and have also set up policy and procedures to prevent or allow any form of corruption or fraud to happen. We have practiced this professionally for the beginning, and insist that our clients and business partners adhere to an anti-corruption regiment.

We are accountable to our stakeholders, which include a governmental unit. To date, there is no single case of complaint against our business on this issue. We strongly state that we will uphold and maintain this standard rigorously.

Measurement of the outcome

We set model system that encouraged all our business partners and employees to report back if they suspect the appearance of any wrong operation, and thus no corrupted business operation will pass our system as it will be exposed to the public.