

[29-10-2015]

Under-Secretary-General for Peacekeeping Operations
United Nations
New York, NY 10017
USA

Dear Sir,

“I am pleased to confirm that Dubai Real Estate Institute confirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption. In this our first annual Communication on Progress, we describe our actions to integrate the Global Compact and its principles into our business strategy, culture and daily operations. We are also committed to share this information with our stakeholders using our primary channels of communication.”

We recognize that a key requirement for participation in the Global Compact is the annual submission of a Communication on Progress (COP) that describes our company’s efforts to implement the 10 principles. We support public accountability and transparency, and therefore commit to report on progress within one year of joining and every year thereafter.

Yours sincerely,

[Mr.. Mahmoud Al Burai]
[CEO of Dubai Real Estate Institute]

Dubai real estate institute is the education arm of the Dubai Land Department, which is a part of Dubai Government; the institute works on educating and sensitizing dealers in the market, training and rehabilitation them as well. Our work is closely linked to the promotion and spread awareness of Real Estate Sustainable Development; this is evidenced clearly as it is obvious in the mission and the vision of the institute. We also support human rights, labour rights and environment and anti-corruption, as a part of our ongoing commitment to the precepts of social responsibility and sustainability. Our aim is to obtain the leadership in real estate investment on not just in the MENA region but world widely.

We will continue to spread the Ten Principles and UN objectives and goals within our field and reach out for to the other sectors. We are already working with different UN entities, governments, and private sector to support the conduct the ten principles into our business and culture. *Dubai Real Estate Institute* has been able to achieve many developments on both the business and society fronts in the UAE. We always trust in the power of the youth, and we believe they can be our future ambassadors for sustainability and that's why we start such strong initiatives to strengthen our sustainable generation. The core value of our initiatives support and believe the exceptional knowledge of the youth, which is why involve them into spreading the concept of The Global Compact and the ten principles among companies. Similarly, we're working on a plan to integrate sustainable development, SDGs into the local businesses and SMEs in the program as well as maintain rise the level of sustainability.

Human Rights Principle

Respecting human rights and protecting workplace rights is fundamental to our culture and imperative for a sustainable business, which is why *Dubai Real Estate Institute* assure that all people (customers/employees) are treated with dignity and respect. We consider human and workplace rights—as articulated in the [United Nations Universal Declaration of Human Rights](#) to be inviolate, and we make sure that human rights is part of our proactive approach.

Implementation

In order to emphasize its no discrimination policy in employment , the DREI currently has 10 administrative employees made up of 4 UAE nationals and 6 various Asian and Arabic nationalities from different religions and backgrounds. As well, the educational staff is also made up of a mix of both Asian Arabic and European nationalities. In addition, on a monthly basis we require all DREI's employees to state their opinions and their difficulties they face at work, and as a management we work on solving such issues in a friendly way without taking any gender or nationality's side in order to provide our staff a safe and reliable work environment.

Moreover, DREI respects the elders and people with special needs therefore, our kind customer service offer them different tokens to easily finish their procedures / we accept their delegates to take courses, to be certified instead of them to make their job effortlessly.

All HR policies in Dubai government bodies are compliant with the HR policies of the Dubai government itself, in order to assure its implementation and effectiveness. However, fortunately for DREI since the culture of respect is key in its relations with employees and stakeholders no issues have occurred to use the strict no tolerance policy against any type of harassment or disrespectful behavior.

Labor principle

We understand the tough background that every worker came from; wherefore we strongly claim our workers to fully understand their mandatory rights and benefits along with their duties. In addition, in order to eliminate any discrimination that could occur in the selection of professional trainers for the institute The Dubai real estate institute has made a policy that incorporates all of the following in the final selection process:

- The DREI training staff
- The Land department HR training employees
- The land department and RERA department heads (based on the specialization the professor is to teach and its relevance to their work)
- The DREI curriculum development team members
- A select group of clients

Implementation

As we respect labor rights and to make sure it is not manipulated we have strict policies to be taken toward workers. To ensure that we provide our workers their legal and social protections. Also, celebrating labor day is one of the most important topics to show workers that we care and appreciate your work, and by spreading our celebration of the Labor Day to other companies (Our Partners and Stakeholders) we advocate others to show their appreciation and gratefulness. An example of such laws that we firmly take into consideration is to forbid employees to use workers for their personal needs and to overload them with work.

On the other hand, we choose our professors based on their experience, qualifications, and their educational background. However, all professors no matter what their professional background and experience is undergo the same process of selection before being approved. The process involves an initial interview with the DG of DREI then the chosen professor will hold a class to be assessed on it by both the clients and the defined team in the policy of selection. This assures that when finally approved a professor will be chosen based on receiving a 70% and above rating because of their professional and educational background, the interview and finally the class assessment, and not on personal assumptions and relation.

Environment principles

DREI has been working to formulate, support and promote the environmental protection programs & to prevent and minimize the environmental impact affected by its activities. Also, we are committed to develop environmental awareness on the business level and has been working towards creating a no paper policy in its work to enhance the concept of sustainability in the institute. Another one of its initiatives is the green real estate program in cooperation with the real estate investment department at the land department.

Implementation

DREI exams are all conducted online using computers and clients also receive their results online. Additionally, the institute provides online payment options to make it easier to its international clients as well as the local clients in order to promote the no paper movement. To promote awareness and develop skills in and Environmental protection we distribute flyers to customers through our customer service, and make sure that our employees join CSR training courses.

Anti-corruption principles

DREI is careful to clearly define in detail its financial procedures so as not to allow any measure for personal interpretation of a situation in which money is handled. Additionally, brokers or licensed individuals have to conduct the annual exam after attending the continuous education classes based on their profession in order to be licensed for another year. In addition, DREI has its own governance regarding the corruption and dishonesty, which works on finding administrative/ financial contraventions and violations. A monthly report is issued to the CEO about the feedback and observations regarding such violations.

Finally, The DREI has recently established the code of governance for real estate companies in order to help create a more ethical and professional management and running of such companies in the UAE.

Implementation

As part of the DREI human resources, policy employees are not to accept any gifts sent by clients or stakeholders and should report any gift to the HR. Exams procedures are very strict and each broker has to conduct them and attend the annual development brokers' course or their license is not to be renewed. No one is exempt from this policy to ensure that the professionals working in the market are legal and up to date and could be monitored.