

SEE YOU  
INTERNATIONAL  
COMPANY



سيو الدولية للتجارة والمقاولات  
العامة

**ANNUAL REPORT 2014 COP**

**SEEYOU COMPANY**



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***Design & Build the Laboratory Building for General System Company  
Ministry of Industry & Minerals- Iraq***

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### OUR COMMITMENT? AND WHY?

This is the fourth report submitted by our company to UNGC and delay was due to circumstances over the past year and months that have passed out of our suffering and the difficulty of life and continue to work and continue to serve civil society

The terrorist threat experienced by the Middle East area because of ISIS (Criminal organization) its far away from any heavenly religion, Islam its meaning peace when you are accuracy translate to English language, and any other one if they came or coming to talking about history of Islam must be talking and seeing the truth history, not history made by Politicians and hypocrites

All that appeared in the media and TV news does not describe the reality of mass destruction, which has happened in the region (the brothers fighting between together, relegating & refugees, the killing of innocents ... etc)

All these criminals came from around world in one place and in one time with new name (ISIS), it's so big bad new plan

**However**, its short message to confirm we are faith and believe and swear BY the ten principle of UNGC as we said before which is similar to the principles of the ten called by all heavenly religions (... etc, not kill, not steal), We believe is the highest principles even if people's commitment to it, the peace came back to life

As in our responsibility and in our faith with these principles we do our best try to help peoples by (Financial donations for refugees, helping people to live places, ... etc) according to our capability and support our government army to destroy the criminals (ISIS), ...etc All what we do it too smaller than what we needing in our area.

As well as our company joined to (UNGC) from 2009 to work with the international organization (UNGC) to the development and communication with all individuals and institutions and to increase global access and communicate social and institutional

As we have stated in the past that work starts from within ourselves, through the application rules within our company and our commitment to ten of the principle of the United Nations, as well as helping to secure financial and logistical support local peoples,(Financial donations for refugees, helping people to live places, ... etc)

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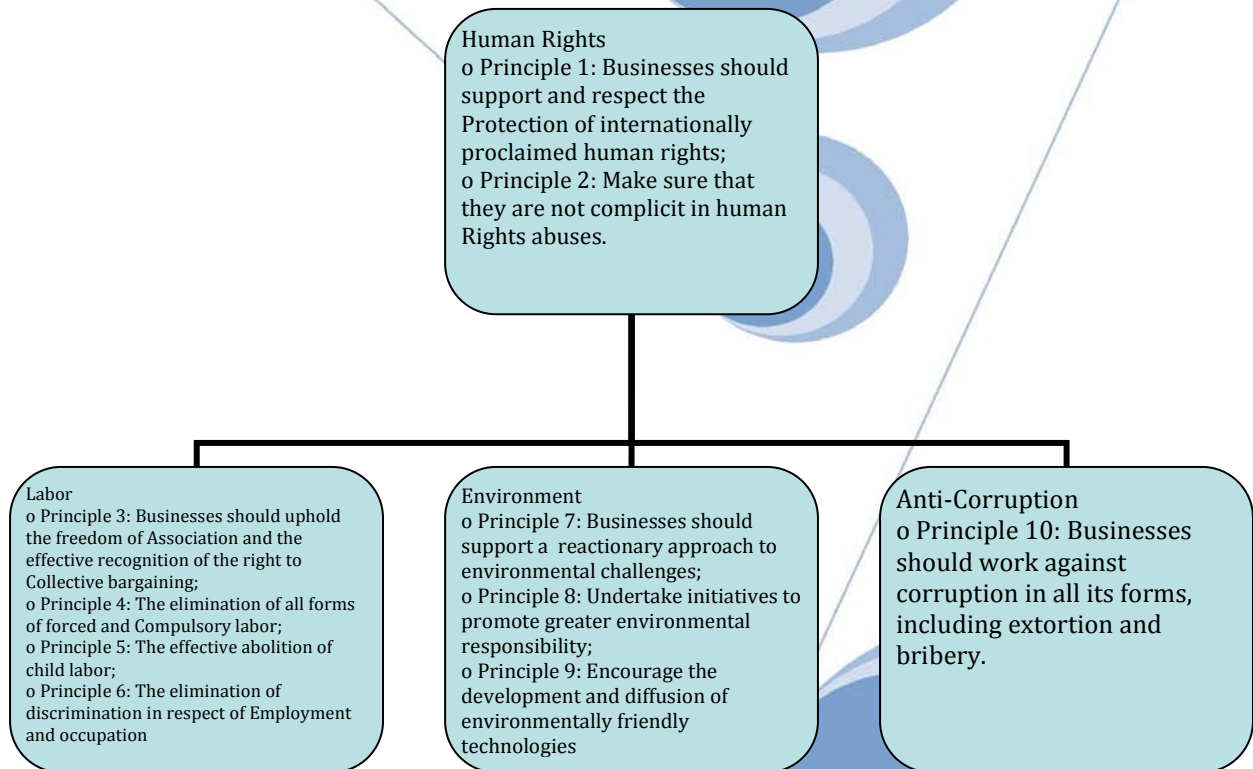


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Since the Company has signed a SeeYou international United Nations Global Compact, which promotes the principles of 10 during its obligations and its business and its owner relations. We pledge to participate in this information is also With our holdings owners who use our contacts basic channels  
SeeYou commitment and supports the intention of the United Nations Global Compact to promote businesses **Each One Complete Other**



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### Human Rights

- o Principle 1: Businesses should support and respect the Protection of internationally proclaimed human rights;
- o Principle 2: Make sure that they are not complicit in human Rights abuses.

Our activities and specialization in the work of building and construction trade for the year 2014 & 2015 and in all fields with (Ministry of industrial to constructed labs building) and contribute to the development of Iraqi society

- Recruit workers from the relegating provinces to help them secure new life and improve the income level
- Constructed new laboratory building for ministry of industry to assistance conducting tests and according to international standards (ASTM,BS,DIN,...etc)
- supporting economic development to raise the standard of living of poor families and lift the injustice on the rights
- Educational lectures for workers about To raise awareness for locally workers about non-compliance with the terms of the risks of occupational safety
- Use the new building To give lectures to engineering staff on how to use the standard specifications and increasing tests accuracy
- Use all the advanced systems in the new building and making training courses how to use it (digital camera, wireless internet, fire fighting FM200, electricity distribution, TV Channels, Tel switchboard,...etc) according to standards (ASTM,BS)

item	Project	Location	Customer	Year
1	Construction Building five storey of Labs for checks and production	Baghdad	Ministry of Industry & Minerals - General Systems Company - ISO 9001-2008	2014 & 2015
etc	...Etc	...Etc	...Etc	...Etc



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It also had a role in a commercial for manufacturing and importing water tanks (Malaysia) of global Chainsaws and to maintain the quality and accuracy of the work was Our Company is committed to international standards and conducts the necessary tests and maintaining safety and the environment (Bureau VERITAS , SGS,...ect)



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Safety plan ISC by affiance of book (EM 385 -1-1 dated 15 September 2008) .And according the availability experience from achieved projects by company .And all so the engineer Technical Manager, and engineer safety manager signs in safety plan To advice our employer's commitment and working in proper (Programs and plans) By:-

*PLANS (PROGRAMS, PROCEDURES) REQUIRED BY THE SAFETY MANUAL*

**A-Layout plans**

**b-Emergency response plans:**

1-Procedures and tests

2- Spill plans:

4-Posting of emergency telephone numbers

5-Wild land fire prevention plan

6-Man overboard/abandon ship

**c- Hazard communication program**

**d- Respiratory protection plan**

**e- Health hazard control program**

**f- Lead abatement plan**

**G-Asbestos abatement plan**

**h- Abrasive blasting**

**I-Confined space:**

**j-Hazardous energy control plan**

**K-Critical lift procedures**

**L- Contingency plan for severe weather**

**M- Access and haul road plan**

**N- Demolition plan (engineering and asbestos surveys)**

**O- Emergency rescue (tunneling)**

**P- Underground construction fire prevention and protection plan**

**Q. Compressed air plan**

**R- Formwork and shoring erection and removal plans**

**S- Jacking plan (lift) slab plans**

**T- Site Safety and health plan (SSHP)**

**U-Blasting plan**

**V. Diving plan**

**W. Plan for prevention of alcohol and drug abuse**

**X-Fall protection plan**

**Y. Steel erection plan**

**Z- Night operations lighting plan**

From above, And insurance all our works with (DBA) Defense base Act Health and environment and Human rights and Anti corruption and how our company develops and refines goals and metrics specific to its operating context to meet its goals

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## Labor

- o Principle 3: Businesses should uphold the freedom of Association and the effective recognition of the right to Collective bargaining;
- o Principle 4: The elimination of all forms of forced and Compulsory labor;
- o Principle 5: The effective abolition of child labor;
- o Principle 6: The elimination of discrimination in respect of Employment and occupation

Contract law for projects that our company has signed over the past period and illustrates prevents forced and compulsory labor for the workers as well as prevents the effective employment of children as well as prevent the use of illicit relationship discrimination in respect of employment and occupation

Join our company and recording within our Ministry of Labor and Social Affairs and the care of a layer of workers forcing us to abide by associations of unions as the Labor Day May 1 are suitable global terms in this day is determined succeed workers and the distribution of bonus material and certificate estimated for the first half of the year  
And the adoption of the end of the fiscal year and by late December is the date for the second semester to distribution of certificates and financial reward to our company

In addition to the previous plan during the previous year we have tried to help displaced families to give them job opportunities because of preserving them from poverty and destitution and help solve even a small part of the problem afflicting our region

It is important points, due to the atmospheric condition in the Middle East and the Gulf based company to stop work during the afternoon due to high temperatures above average (50) degrees Celsius maintain the safety of workers as you secured all the requirements of comfort and water health clean cold note this both within the plan safety that our company the number of contracted views

More importantly, are we a company working in Iraq from Iraqi assets and because of the difficult situation that Iraq is going through wars and difficult time has our company has the support during the past years for many families, orphans and widows of Iraq and to provide financial support to those families to able these children continue to study and not left and went to dark road and prevent many of the deviation from the right path

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## **Implementation Management System Elements and Expectations**

### **Competence and Training**

High skill and knowledge levels are essential to supporting strong HSSE performance; therefore, our workforce is carefully selected and trained, and skills and competencies regularly assessed.

#### **Expectations**

Recruitment, selection and placement processes ensure that personnel are qualified, competent and physically and mentally fit for their assigned tasks. Neither employees nor contractors will be required or requested to perform a task unless they have received sufficient training. A system will be implemented to ensure necessary care and attention to inexperienced employees or contractors at the work site.

SEE YOU personnel practice, encourage and reinforce healthy, safe and environmentally sound behaviors.

All regulatory required and position-specific HSSE training is identified for SEE YOU personnel.

SEE YOU business units are required to provide and document a minimum of general orientation, contractor site specific orientation and emergency evacuation training to contractors and sub-contractors.

New, transferred or visiting employees must undergo appropriate site orientation and induction training that covers HSSE rules and emergency procedures.

SEE YOU business units will maintain a written training plan for each employee and full time contractor that is compatible with the level of training required for that employee's position. A training record is maintained to ensure that all applicable SEE YOU employees and full time contractors receive appropriate training at the correct frequency.

SEE YOU personnel have the required skills and training to competently perform tasks in a healthy, safe, secure and environmentally sound manner. Training is evaluated to determine its effectiveness.

Standards are in place to ensure that neither drugs nor alcohol impairs the performance of our personnel and others on our work sites

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## Risk Management

Management of risk is inherent in all aspects of our activities. By regularly identifying HSSE hazards and assessing risks associated with our activities, we take appropriate actions to account for acceptable risks and prevent or reduce unacceptable risks to people, the environment and the integrity of materials and equipment.

### Expectations

Leaders establish and promote the use of processes to identify hazards associated with SEE YOU activities, assess risks, control the hazards and manage the risks to acceptable levels.

SEE YOU Company will consider three categories of risk: Workplace Risk, Process Risk and Business Risk. Risk management decisions must consider both frequency and consequence. With workforce involvement, the physical, chemical, biological, ergonomic, health, security and environmental hazards in the workplace are identified and the risks managed. Potential HSSE hazards and risks are identified and assessed for existing operations, business development, acquisitions, new projects, construction, modifications, closures, divestments and de-commissioning.

Pre-job HSSE assessments are performed before starting any job to ensure equipment, work conditions and procedures are in place to adequately control the hazards associated with the job.

Assessed risks are addressed by levels of management appropriate to the nature and magnitude of the risk. Decisions are clearly documented and resulting actions implemented through local procedures.

Planned safety and environment inspections focused on work practices and physical conditions of SEE YOU operations are conducted on a regular basis and no less than annually.

Risk assessments are updated at specified intervals and as changes are planned. Systems are in place to manage risks associated with changes to organization, personnel, systems, processes, procedures, equipment, products, materials, substances, laws and regulations.

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## System Measurement and Improvement

Measurement of performance is important in determining the success of HSSE management efforts. We periodically assess regulatory compliance and the implementation of and compliance with our HSSE Expectations to assure ourselves and outside stakeholders that risks are being appropriately addressed and that management processes are in place and working effectively. This involves both internal self-assessments and appropriate internal and external audits. We use this information for continuous improvement of our performance and processes.

### Expectations

HSSE performance standards and indicators are established, communicated and followed by individuals at all levels of the organization. Each SEE YOU Company will report the same Key Performance Indicators (KPI's) for both employees and contractors.

Performance is measured against objectives, targets and milestones established annually. HSSE strategies are updated based on measured results and identified improvement opportunities.

A documented audit program exists to independently evaluate progress towards HSSE targets, regulatory compliance and the effectiveness of the HSSE management system. External audits are carried out within each business unit a minimum of once every three years, and the results reported to SEE YOU Corporate HSSE.

Self-assessments of the HSSE management system are conducted on an annual basis within each business unit, and the results reported to SEE YOU Corporate HSSE.

Processes are in place for documenting and tracking results from assessments and audits, including follow-up actions to close out all findings. Audit results are reviewed by the business unit leadership team.

Findings from learning processes (e.g., audits, power source, water source, etc.) are prioritized, tracked and used to systematically improve the HSSE management system. Sharing of best practices is enhanced through communication of findings and wide participation in audits and system reviews.

## Documentation and Records

Good recordkeeping systems and effective and timely availability of relevant, current information assures consistent performance across business units and through time, enhances the transfer of knowledge through personnel changes and accelerates the learning curve for new personnel. Accurate documentation is essential for due diligence purposes associated with regulatory compliance.

### Expectations

A system of document controls is in place to securely manage critical and time-sensitive HSSE documentation.

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Filing and document handling systems are in place for maintaining HSSE records and reports. Obsolete documentation is identified and removed from circulation. Operating requirements for applicable regulations, permits, codes, standards and practices are documented and communicated to personnel, and records are maintained according to regulatory requirements.

Personnel health, medical and occupational exposure records are maintained with appropriate confidentiality and retained as necessary.

Up-to-date information on HSSE hazards and risks relating to the use, storage, handling, transport and disposal of materials is available to personnel, customers and others. Material Safety Data Sheets, labels and other information are issued to handlers and users in accordance with legislative and customer requirements, and updated as information changes

## Emergency and Crisis Management

Effective emergency management planning is key to minimizing the impact of accidental loss or consequences of natural or man made disasters. Emergency preparedness and response plans are maintained to cover all of our facilities. These plans identify equipment, training and personnel necessary to protect the workforce, customers, public, environment, and SEE YOU assets and reputation in the event of an incident.

### Expectations

Written emergency preparedness and response plans are developed and maintained for site-specific, business unit and corporate purposes, based on the risks that potentially impact the business. These plans are documented, accessible, clearly communicated and aligned from the local to the business unit to the corporate level.

Appropriate personnel are knowledgeable about relevant emergency preparedness and response plans and trained in crisis management.

Equipment, facilities and personnel needed for emergencies are identified, tested and available. Each worksite has access to an appropriate level of medical support and to resources / facilities that promote health and wellness.

Emergency preparedness and response plans are tested regularly through drills and exercises, including liaison, involvement and sharing with external organizations. Periodic updates of plans and training are used to incorporate lessons learned from previous incidents and exercises.

Mutual aid initiatives within the communities in which we operate are supported.

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## Environment

The security environment in the Middle East has become increasingly complicated during the past decade and its effected on environment . we try identifies several important trends that are shaping regional security and identifies their implications for the world. Many traditional security concerns, such as energy security and the proliferation of weapons of mass destruction, will remain significant factors in the future. However, ongoing domestic changes throughout the region will become increasingly important as well. Issues such as political reform, economic reform, civil-military relations, leadership change, and the information revolution are all affecting regional security dynamics. We try to examine each of these issue areas and identify some of the challenges that they pose for world policy.

We believe that the Middle East Arab gulf zone are the main source of energy supply fuel of the world, so it is necessary to work all the world organizations and governments in order to keep this region of the damage and help the region is not affected by climatic conditions resulting from the work of extracting oil from the ground

But he now gets reverse operation is to destroy the Middle East process, Political and international conflicts within the region affected negatively on the preservation of the environment

There are many risks that surround the region of the Arabian Gulf, including that of my country

- Watering
- Contamination
- Agriculture

After past 35 years many animals and plants began extinction from my country because of pollution and wars happened in my country

Our company is trying to work though a simple thing to deal with these phenomena which may affect the whole life in this region

- The company donated the planting for some green areas within any project progressed to work with as happened in the constructed of laboratory building
- Preservation of water sources from pollution and water use properly and reduce drainage and prevent waste Raising and
- remove all debris resulting from the construction work to the landfill
- Do not use appliances and equipment which affect the environment as an example of cooling gas system R-304 or R-310 eco-friendly instead of cooling gas R-22
- We used modern engineering techniques to the economy of energy and reduce environmental pollution example economic luminescent lamps, as well as the use of mobile water tanks to keep the water source and reduce water wastage



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## Anti-Corruption

Through our worked and projects undertaken by our company with various governmental and non-governmental foundations exposed and see a lot of cases of corruption, bribery and nepotism

This is the real reason for the delay in the development of countries and stop winning in most of the development projects in our country is because of financial corruption

The fight against corruption many ways

But we seen the real fact of the matter to combat this phenomenon is stems from within a person through education at home and school

That God does not change the situation of a people until they change what is in themselves

We do our part in many of the role in the fight against the phenomenon of corruption by working in inside our-self and our company and with all governmental and non-governmental foundations

From our side we fight corruption and bribery in all its joints, and we are many times prevent from participate in many contracts in different ministries because of the corruption and couldn't deal with these people

## Finance

IF we talking about audit company annually our company submitted the settlement, to the TAX office GCT, through the accounting office to measurement the finance and all details of projects execution through one year

If there is any weakness in the company's accounts, the auditor of the company the legal notice the company's management mistakes

It is also the other sides are reviewed on regular basis the company's accounts, sometimes in a surprise audit expenses

It is also within the policy of the company's selection of people dedicated to the work of procurement to prevent the manipulation, bribery and corruption

It is also within the company's policy to establish training courses for staff on a regular basis and computational

It is also within the company's policy formation of specialized committees on the subject of procurement to audit the prices of materials used in steel work

**General Conditions  
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**General Conditions  
(Iraqi-Law)**

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