

H.E. Ban Ki Moon
Secretary General
United Nations
New York, NY 10017
USA

Beirut July 8, 2016

To whom it may concern,

I am pleased to confirm that REAL - Real Estate Syndicate of Lebanon - reaffirms the support from the United Nations Global Affairs and its Ten Principles, in particular Human rights, environment and education. Our commitment to support the UNGC principles has led to our taking action on labor rights, particularly equal gender representation, and on the environment

Labor:

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

Our syndicate is proud to confirm that it actively aims to protect the labor rights of its members.

1. REAL does not discriminate by sex, race, political opinion, ethnicity, or class in the respect of membership or occupation.
2. REAL strives to provide equal opportunity to all members and enthusiastically encourages women to join the syndicate.
3. Women are included in all of REAL's activities and a woman also occupies a position in REAL's board of directors.
4. REAL aims to make strides towards more equal gender representation in membership by October 2017.

Environment

Principle 8: undertake initiatives to promote greater environmental responsibility; and

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



At REAL, we take care to take initiative in promoting environmental responsibility and encouraging environmentally-friendly behavior. We believe it is imperative for all our members to be aware of all environment-related issues and solutions.

1. In December 2015, we invited all our members to participate in a workshop on Waste Management titled: "On the path to a zero waste society".

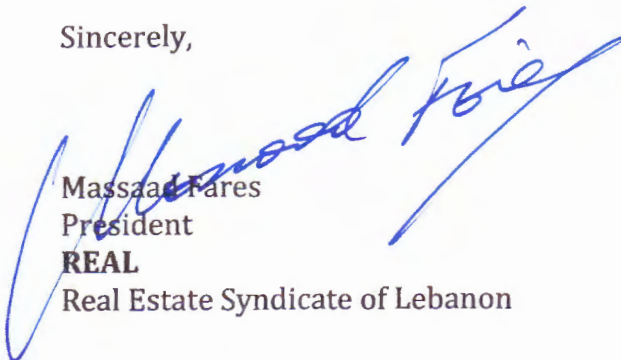
2. In September 2015, we organized a webinar on: "The secrets to create a paperless real estate office". This webinar is based on working towards a cleaner work environment with the purpose of reducing paper usage and thus to reduce the amount of trees cut for paper production.

3. At REAL, solid waste is separated and we send paper products, cartons, etc, are sent to recycling units in collaboration with the NGO Arc En Ciel.

In addition to our commitment to the principles, we supplement our actions with promoting education, training, and professional development.

We collaborate with experts in education to provide professional courses to our members. We regularly organize workshops and webinars to keep up with the high level of education and professionalism especially in addressing the UNGC principles.

Sincerely,



Massaad Fares
President

REAL

Real Estate Syndicate of Lebanon