

H.E Ban Ki-moon  
Secretary-General  
United Nations  
New York, NY100 17  
USA

12 October 2016

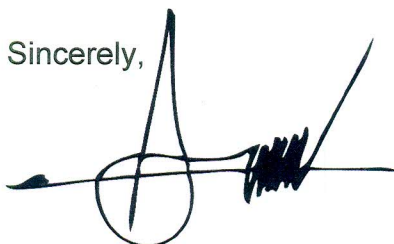
Dear Mr Secretary General,

Dewan Architects & Engineers is one of the region's leading architectural and engineering consultancy firms ranking in the best of the GCC and Top 100 worldwide. Our scope ranges from architectural design and engineering to of individual buildings to the master planning of entire large-scale communities. We also recognize the needs and implement the design of environmentally friendly buildings implementing universally understood and accepted tools and performance criteria.

I am pleased to confirm that Dewan supports the ten principles of the Global Compact with respect to human rights, labour standards, protection of the environment and anti-corruption. With this communication, we express our intent to advance those principles within our sphere of influence as we have done for many previous years. We are committed to continue making the Global Company and its principles part of our strategy, culture and day- to - day operations of our company, and to engage in collaborative projects, which advance the broader development goals of the United Nations, particularly the Millennium Development Goals.

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.

Sincerely,

A handwritten signature in black ink, consisting of a large, stylized 'M' followed by a series of loops and a final upward stroke.

Mohamed Al Assam  
Founder/Chairman/Managing Director

## **Human Rights Assessment**

### Policy and Goals

The core values of Dewan supports and firmly believes in human rights by proclaiming respect and fairness to all individuals, both employees and clients alike. The human resource team has exceptional knowledge and experience in the field of human rights, labour laws and health and safety.

Dewan firmly goes against anti-discrimination to both genders and different races.

### Implementation

Dewan respects and protects human rights in the daily operations. Human resource policies of the firm are all in line with protection the employee against human rights violations where employees have direct and easy access to a team member of the human resource team to discuss any issues.

An employee handbook is given to each and every one employee on their first day after a briefing and introduction with the human resource department outlining their rights and they are entitled to get abiding by the ministry of labour. Also within this document are policies, which reflect Dewan's pro-active stance on human rights including maternity leave, paternity leaves, bereavement leave as well as flexible working conditions with required special cases.

Dewan is expanding around the region and the same policies in the headquarters are implemented in all other offices equally.

### Outcomes

In the past year Dewan has not been subject to any investigations, legal cases or incidents involving Human Rights, which applies to both external and internal operations.

## **Labour Assessment**

### Policy and Goals

Dewan recognizes the importance to provide an organizational culture based on respect and trust throughout the organization on all levels.

Each employee is introduced to his/her rights and responsibilities along with compensation and mandatory benefits such as health insurance in Abu Dhabi, UAE. Dubai employees also are provided with health insurance regardless of not having to be mandatory. Should an employee need to work extra hours compensation is always provided.



## Implementation

An annual performance appraisal takes place between the employee and their supervisor discussing goals, achievements and future goals. Employees are always given feedback and shown a sense of ownership to the firm.

Personal development and training courses are encouraged to be taken from the employees and the company fully handles all costs with regards to that.

## Outcomes

Employees who show personal growth and take the initiative to take on training and courses are likely to be internally promoted which in turn provides a low turnover at Dewan. Dewan is known to have long lasting committed employees who are part of the family with some over 20 years.

## **Environmental**

### Principles Assessment, Policy and Goals

Being environmentally friendly is a huge aspect in the construction industry and Dewan has surpassed expectations to becoming sustainable and green.

Internally, paper is recycled as well as any other materials that could be reused.

With construction standards on sustainability with LEED and Estidama, Dewan has delivered many projects attaining the minimum standard and higher which require a certain percentage of construction materials to be recyclable and reused.

## Implementation

Architects are provided with training courses and time off to take the sustainability exam to make them certified as a LEED & Estimada approved architect which focuses on the sustainability of the buildings and its "green" factor.

Paper bins are available around the office for any paper that can be reused for printing again or sent out for recycling.

Annually Dewan hosts Earth day where electricity is cut for 2 hours while employees are educated on sustainability and conduct a tree planting.

Dewan has also newly signed a contract with a recycling company providing a large recycle collector of all kinds of materials, which is picked up weekly.

## Outcomes

Dewan has achieved high ratings for the sustainability standards of their buildings and have not had any reportable environmental incidents.

## **Anti-Corruption**

### Assessment, Policy and Goals

Dewan does not participate in any corruption, bribery or extortion. Dewan supports the UN Convention against Corruption and does not operate with organizations that are corrupt.

There are strict guidelines on how to act in case of bribery or extortion. Integrity is a vital part in the human resource policy as well as the code of conduct.

As we expand into new international markets in this coming year briefings will be given to staff in relation to bribery and corruption to ensure our continuing integrity as an international business.

### Implementation

Dewan has strict anti-corruption and anti-bribery philosophy with clients, sub consultants and contractors. In the contracts the following is mentioned as an example for bribery.

### Outcome

Dewan has not participated in any corrupt activities since it has been established.

### Bribery

The Consultant shall not accept any commission, discount allowances, advantage, gift, gratuity, reward or bribe offered or promised or benefit of any kind whether directly or indirectly, or any royalty of any patented or protected article or process used on or for the purpose of this project.

The Employer shall, in addition to any criminal liability incurred by the Consultant, subject the Consultant to the termination of the Agreement and all other contracts, which he may have with the Employer.

Other clauses also mention corruption and fraud. Dewan does not engage in business with businesses that have a previous track record of corruption. Outcomes Dewan has not been involved in any legal cases, rulings or any other incidents related to corruption or bribery.