

Communication On Engagement (COE)

Period covered by this Communication on Engagement:

From: April 2017

To: April 2018

Participant: Al Majmoua (<http://www.almajmoua.org/>)

Part I: Statement of continued support by the Executive Director



25th of April 2018

Secretary General
United Nations
New York, NY 10017
USA

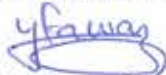
Dear Mr. Secretary - General,

I am pleased to confirm that The Lebanese Association For Development, Al Majmoua reaffirms its support to the United Nations Global Compact and its ten principles in the areas of human rights, labor, environment and anti-corruption.

This is our Communication On Engagement with the UN Global Compact. We welcome feedback on its content.

In our COE, we describe the actions that our organization has taken to support the UN Global Compact and its principles.

Sincerely yours,



Dr. Youssef Pawaz
Executive Director

Part II: Description of Actions

Al Majmoua is committed to following international best practices in microfinance. It endorses industry initiatives like the **Smart Campaign** (<http://www.smartcampaign.org/>) for client protection or **MFTransparency** (<http://www.mfttransparency.org/>) for pricing integrity and transparency.

Al Majmoua is a member of the Social Performance Task Force (<http://sptf.info>) and works on continuously improving our **Social Performance Management** practices by aligning policies and procedures with responsible business practices.

Al Majmoua undergoes assessments and rating conducted by external organizations, and has obtained recognitions and certifications that acknowledge its compliance and achievements.

Al Majmoua committed itself to **gender diversity and women's leadership** by implementing actions at all levels of the organization towards attracting, developing, training, mentoring and retaining the next generation of our women leaders. Part time and flexible hours' policies allowed us to attract and retain top executives and offered to our young staff the opportunity to pursue their education. Getting more women on senior management positions have meant more female role models and an encouragement to other women in the organization who see their seniors being promoted.

Al Majmoua committed itself to **environmental sustainability**. In collaboration with the Lebanese NGO "L'Ecoute", Al Majmoua started sorting and recycling papers, plastic, cans and electronic waste since 2013.

Al Majmoua has implemented an **exclusion list** where we carefully look if harmful child labor could be involved. Equally excluded are projects likely to pose a threat to children or to interfere with the child's education and health as well as the physical, mental, moral or social development.

Al Majmoua rejects any project that uses cutting trees or any forest product in a manner that threatens its sustainability and existence, as well as projects that cause marine pollution due to hazardous waste such oil.

Part III: Measurements of Outcomes

Al Majmoua has reached very high client satisfaction levels (97% of a representative sample of clients) with regards to **transparency** in the lending process.

Al Majmoua received "[Women's World Banking's 2015 Award for Excellence in Leadership](#)". This award honors Al Majmoua's commitment to promoting gender diversity and its high scoring on Women's World Banking's quantitative and qualitative standards. Al Majmoua is now serving more than 41,600 women clients across Lebanon (57% of our client base). Likewise, women represent 60% of Al Majmoua's total staff and 75% of the senior management team.

Al Majmoua by sending its recyclable waste to **Association L'Ecoute** (<http://lecoule-ls.org/recyclage-ang.html>) not only works towards **environmental sustainability** but contributes in fundraising for the handicapped. Al Majmoua received a certificate from L'Ecoute in 2017 stating that it helped 23 families in 2016, and 63 families in the total of 2014, 2015 and 2016.

Al Majmoua excludes all the projects that use juveniles under the age of eleven (compulsory primary education) as well as hazardous projects that use children under the age of sixteen.

Al Majmoua rejected one application in 2017 which was involved in cutting woods from private areas and carbonizing them into charcoal.