

IRAQ - Baghdad



Communication on Progress on the United Nations  
Global Compact

Time Period: September 2017 – September 2018

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# Introduction

## About RiTS (United Ramin for Information Technology Solutions):

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RiTS is a company providing IT solutions, management consulting and training to a diverse customer base. Our portfolio of Services includes Hardware Supply, software development, Implementation, software maintenance and enhancements, testing and quality assurance, support services and consulting. We possess in-house expertise in developing enterprise business solutions e-business, enterprise, and embedded applications.

We aim to provide our clients with a competitive advantage through timely delivery of high quality and cost effective software solutions. Our investment in people, processes, infrastructure and knowledge has enabled us to achieve this goal for our diverse clientele, both domestic and international.

### Our Vision:

To become the premier Information Technology Corporate within Iraq, providing quality, on time client centric solutions. To be delivered affordably and with robust codes of business ethics. Additionally to make significant contribution towards reducing unemployment among Iraqi youth.

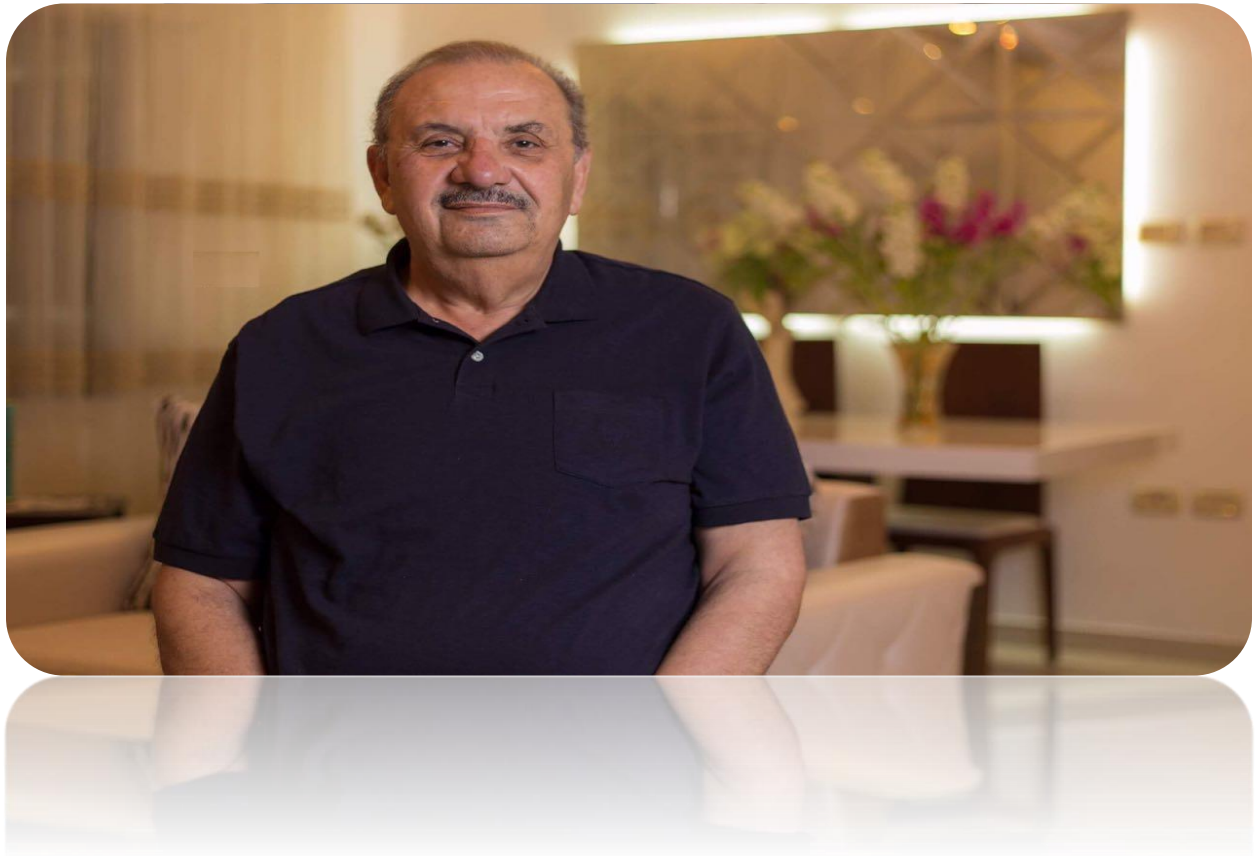
### Our Mission:

Provision of turnkey solutions, systems integration & value added services to Major Industries, and Government Agencies. Enhancing the viability of Information Technology Management Systems through local support and technology transfer. Develop cores of Information Technology to improve productivity of industries and businesses. Reduce life cycle costs & increase return on investments. Grow through ownership and long term planning.

We aim to focus not only on developing and maintaining the products and services we offer, but also on building long term relationships. So, our services, whether before or after sale, are the most promising that can be found.

### Our Team:

RiTS is backed by a team of committed, experienced and qualified professionals. The team is the company's biggest asset. RiTS certified team assists our clients to gain a competitive edge by continuously improving their business solutions. We can develop and integrate solutions across a broad range of technologies so as to meet our client's business requirements. Our software development team provides complete software development lifecycle services, including project management, development, design, testing, delivery and support.



It gives me pleasure to submit our report to UN Global Compact for the year to September 2018.

Our company and our team have a burning desire to make positive change to Iraqi society. As we explained in our last communication starting from 2016 we changed our direction, to focus our efforts on the problem of youth unemployment as we see it the biggest single threat to Iraqi society. Hence we focused our efforts to help graduate entrepreneurs own successful projects. Entrepreneurship being a highly neglected aspect of development in Iraq. We gained experience from establishing Iraq's first business startups incubator in 2016 and at the same time we experimented with establishing social media grouping that brings together Iraqi professionals, scientists, mentors, inventors, academics, business leaders, and investors to work closely with the graduate entrepreneurs. This form of "Crowdsourcing" was hosted on Linked in initially.

Our flagship initiative under the title "Noah's Ark" was launched on 3<sup>rd</sup> August 2017. The Ark is an online incubator providing help and support for *ALL* Iraqi graduate entrepreneurs and for *ALL* their startup needs. This initiative is quite unique as, unlike all similar initiatives including UNDP's own "Innovation for Development", we work on the base of the pyramid rather than the tip. So we are not searching for a few good ideas. Rather we are searching for all potential entrepreneurs

(we found they form 12% of Iraqi graduates). Thereafter the role of the incubator and supporting crowd is to help each entrepreneur choose an idea for his/her startup. Thereafter helping them enrich the idea with the latest in science and technology to maximize its competitiveness, nursing the project until launch and beyond.

We have made reasonable progress so far with Noah's Ark and are beginning to attract help and support from a number of influential organizations. We pause to let the platform statistics to speak for themselves.

Noah's Ark Statistics 29 September 2018		
Description En	Total Users	Description Ar
Contributor	651	مساهم
Entrepreneur	308	ريادي
Investor	46	مستثمر
Mentor	90	مرشد
Inventor	113	مخترع
Incubator	52	حاضنة
Company	102	شركة
NGO	55	منظمة
# Projects	34	المشاريع
# Visitors/Day	800	الزوار يوميا

Finally we reconfirm our support for the UNGC objectives. The remainder of this COP will indicate our commitment.

Sincerely,



Aziz Alnassiri

CEO, RiTS



# Human Rights

## Assessment, Policy and Goals:

With our growing staff as a pioneering company in Iraq and for the recognized Iraqi situation, human rights is one of our priorities, and as one of our goals is to rebuild the Iraqi humanity ,we at (RiTS) have a clear and strong policy to ensure a healthy environment for wellbeing and creativity .

## Implementation:

- A welcoming environment is one of RiTS characteristics’,
- The good work is always morally appreciated and rewarded,
- We make sure that our employees have a safe and healthy workplace,
- We follow a flexible timing work hour’s policy,
- We value diversity and follow non-discrimination policies in employment and occupation,
- We support the freedom of speech, opinions, and sharing ideas,
- And most important is that our employees hold the responsibility to respect Human rights in their daily activities,
- Human rights are at the heart of our recent voluntary project (Noah’s Ark) platform. Providing a much needed opportunity for the youth to generate wealth and income for themselves and their families and those of their staff,
- Through Noah’s Ark ,We welcome and support any projects that promote And facilitate Human Rights Implementations.

## Measurement of outcomes:

We take the friendly and supporting environment at our office as one of our favorite outcomes for our human rights policies implementations and of course our pioneering project (Noah’s Ark) which is the first virtual platform for entrepreneurship in Iraq, we still strongly prevent any discrimination, racism, or any kind of disrespect for human rights to occur in discussions, posts and projects and we successfully managing to do that as the numbers of members cross a thousand and a half member.

**Principle 1** Businesses should support and respect the protection of internationally proclaimed human rights; and

**Principle 2** make sure that they are not complicit in human rights abuses.

## Labour

**Principle 3** :Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

**Principle 4** :the elimination of all forms of forced and compulsory labour.

**Principle 5** :the effective abolition of child labour.

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

### Assessment, Policy and Goals:

We have no instructions or regulations that prevent the freedom of association, or the right of collective bargaining. We hold regular staff general meetings whereby the staff are encouraged to make suggestions to improve the workplace environment. Indeed, we are proud of the garden we planted last summer thanks to a suggestion from a member of staff.

We have embedded in our processes a policy for the elimination of discrimination in respect of employment and occupation, away from any ethnicity, gender, religion, political trends in compliance with the laws governing the country. As an example we never mention gender as a condition of filling a vacancy.

On the other hand, RiTS eliminates all forms of forced and compulsory labour, such as child labour. The youngest employee we ever employed was 19 years old.

### Implementation:

We allow staff time off work to engage in community training participation to enhance and develop their social skills.

We have implemented a partial staff training and development programme, encouraging employees to develop and build on their existing skills base. All personnel are encouraged to develop their skills by attending appropriate training courses.

### Measurement of outcomes:

We have not been subject to any investigations, legal cases, or other relevant events related to Labour issues.

Training program had a large impact on our employees' skills which is reflecting on their personal and practical life.

## Environment

### Assessment, Policy and Goals:

Due to all the known environmental challenges in Iraq, and their impact on our daily life, RiTS is aware of the importance of accumulated efforts to at least reduce the hazardous results those challenges have on us and on the next generations.

And as we proceed in presenting entrepreneurship to the Iraqi community, and from our belief that entrepreneurs can solve 100% of our contemporary problems, we are on the journey of continually encouraging Iraqi youth to embrace sustainable solutions to local and even global environmental challenges.

### Implementation:

Our environmental sense has grown with us as our staff have grown to be a very considerate and caring team when it comes to using energy to heat and cool the office, to how we remove our waste, and grow our plants..

Whenever that is possible our meeting room is where we gather as a team daily to reduce our electricity consumption to the minimum,

No disposable plastic & paper consumables are allowed in our office computers, printers and photocopiers were reduced from 7 to just 1 to be used.

Our Eco- friendly employees are very mindful when it comes to printing e-mails and using paper in general , we have the routine of turning off the lights, and air conditioning systems after the end of a work day and during the holidays, and of course we are considerate in using water ..

### Measurement of outcomes:

Being restricted in some environmental related issues, allowed us to have a small but yet beautiful garden which will affect purity of the air surrounding the office. In this year we have met and supported a number of social impact entrepreneurs who we expected to have a positive results locally.

**Principle 7 :** Businesses should support a precautionary approach to environmental challenges

**Principle 8:** undertake initiatives to promote greater environmental responsibility

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



## Anti-corruption

### Assessment, Policy and Goals:

Iraq is one of the leading countries in corrupt practices. Unfortunately it is not one of the leading countries in fighting corruption. Yet corruption is causing severe hindrance to the expansion of the economy and it almost always led to failed projects. RiTS has devised 4 projects, the first of which deals with petty corruption over citizen transactions.

The second project deals with the corruption associated with public sector purchasing. The third and fourth projects deal with a specific corruption type that affects the lives of many Iraqis, namely the ration card system and the handling of crude oil.

In implementing these anti-corruption solutions, it is hoped that Iraqis will gain rare and comprehensive knowledge in anti-corruption methodologies and practices.

This knowledge can then be positively exploited to sell Iraqi consulting expertise to the rest of the world, thereby turning a difficulty into a positive opportunity.

Furthermore, it has been a year since we launched the first Iraqi platform for entrepreneurship, which allows young entrepreneurs to invent, share their ideas in public, and find funding opportunities in a new form that will, hopefully, open the door for the youth and investors to participate in a growing Iraqi economy away from corrupt practices.

### Implementation:

RiTS Initiative to implicitly fight corruption (Noah's Ark), the first virtual platform for entrepreneurship in Iraq is now one year old, and have a rapidly increased numbers of visitors and members, which hopefully will contribute in creating an ecosystem of large numbers of business startups, thus generating a new thriving private sector free from corrupt practices.

<http://noah-ark.org/>

### Measurement of outcomes:

The great feedback and cooperation opportunities we have this passing year are very important indications of the Iraqi will to fight corruption in all its forms, as we are still in the starting phase of building the entrepreneurship ecosystem in Iraq, it sounds very promising culture that the Iraqi youth insisting on building and we are going to help by building the concrete and basic environment through Noah's Ark.

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Baghdad, Mansour, Post Code 605-14-69

Email: [info@rits-iraq.com](mailto:info@rits-iraq.com)

Website: [www.rits-iraq.com](http://www.rits-iraq.com)