

Statement of Continued Support

To our Stakeholders:

I am pleased to confirm that theOtherDada, Integrated Consultancy & Architecture firm, reaffirms its continuous support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption. We are committed to integrate the Global Compact and its principles into our business strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. Among these goals, theOtherDada specifically contributes the following Sustainable Development Goals throughout its projects and initiatives:


- GOAL 3: Good Health and Well-being
- GOAL 11: Sustainable Cities and Communities
- GOAL 12: Responsible Consumption and Production
- GOAL 13: Climate Action
- GOAL 14: Life Below Water
- GOAL 15: Life on Land
- GOAL 17: Partnerships to achieve the Goal

We are also committed to share this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Adib Dada

Founder / CEO



November 8th, 2018

Beirut, Lebanon

Description of Actions

Human Rights

Description:

theOtherDada is committed to the internationally recognized human rights and respects the Universal Declaration of Human Rights throughout all its activities and policies.

Implementation:

To ensure that, the company has issued a company handbook that includes a written policy on safety, anti-discrimination, anti-harassment, and violence in the workplace. Our anti-discrimination and harassment policy explains how we, as a company, prevent discrimination, harassment, and bullying, and protect our team, clients and stakeholders from offensive and harmful behaviors. This policy supports our overall commitment to create a safe, inclusive and happy workplace for everyone.

Monitoring:

To monitor the implementation of policies, new staff members are required to sign and acknowledge the policy. We have also introduced a clear written procedure to report misconducts and an investigation mechanism.

Labor

Description:

theOtherDada complies with the principles of the International Labor Organization along with the local labor laws (Lebanese Labor Law) within all the company's activities and policies.

Implementation:

To ensure that, tOD provides its team members with a written handbook that states all policies related to labor rights, responsibilities, benefits, compensation. In addition to that, it states that tOD is committed to provide equal work opportunities regardless of the individual's race, color, religion, gender, orientation, nationality, age, marital status, disability or any other basis other than competence. Moreover, tOD does not engage in any type of work that includes forced or child labor.

Monitoring:

To monitor the implementation of the policies, new staff members are required to sign and acknowledge the Handbook, and suppliers/contractors are requested to sign a contract that states our policies regarding forced and child labor.

To ensure that our conduct and processes are fair and lawful, we:

- Comply with minimum wage standards
- Ensure that the company does not participate in any form of forced or bonded labor
- Use inclusive language in job ads.
- Set formal job-related criteria to hire, promote and reward team members.
- Offer compensation and benefits according to position, seniority, qualifications and performance.

We are also looking to incorporate additional measures which prevent discrimination, like:

- Redesigning the office to accommodate people with disabilities.
- Using hiring processes that reduce bias like structured interviews and blind hiring programs.

Environment

Description:

Being an architectural firm that goes beyond sustainability on all levels of work, theOtherDada takes responsibility to minimize the environmental impact, reduce pollution, landfill, and the use of non-renewable energy by setting a written environmental policy, therefore contributing to SDGs 13, 14 & 15. The aim of this policy is to raise awareness among staff, suppliers, and clients on topics like environmental impact, sustainability, waste management and pollution and emission reduction, and to encourage them to take the appropriate measures to comply with our environmental policy.

Implementation:

In order to contribute to a better environment, theOtherDada is committed to:

- Prioritize the environment during business decisions and operations
- Track sustainability key performance indicators of the company
- Minimize the environmental footprint and consider it in all work processes
- Set green guidelines for significant suppliers
- Avoid goods or services coming from non-sustainable or polluting sources

- Use reclaimed or recycled products whenever possible
- Minimize the use of energy and water, and eliminate wasteful use
- Provide advice, guidance and learning tools to any entity in order to widen public knowledge of pollutants, harmful products, availability of recycling outlets, and sustainable alternatives
- Follow developments in recycling techniques and sustainable systems and materials.

Monitoring:

To ensure proper implementation of the environmental policies, tOD has taken the following measures:

- We have installed LED bulbs all over the office and convince clients to install LED lighting in all projects
- We recycle all materials and place recycling bins in different places at the office.
- We use water responsibly and fix leaks promptly.
- We save paper by distributing materials electronically, using double-sided printing, and reusing one-side printed paper
- We provide reusable kitchenware in order to reduce the need for disposable items
- We do not provide bottled water and encourage the use of water coolers, pitchers, and reusable cups and bottles instead.
- We purchase environment friendly products such as recycled paper, and avoid disposable products like paper cups and plates, and flatware.
- We explore options for reuse and check surplus resources before purchasing new products.

theOtherDada performs yearly environmental audits in the workplace to ensure that team members comply with the company's Environmental Policy. We also introduced some indicators to keep track of and monitor our annual water and electricity consumption as well as our amount of waste and recyclables.