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Subject: COMMUNICATION ON ENGAGEMENT (COE)

INJAZ supports the ten principles of the UN Global Compact with the respect to human rights, labour, environment and anti-corruption. We commit to support the Global Compact, make progress on the principles and will issue a statement of our commitment to our stakeholders and the public.

We pledge to participate in and engage with the UN Global Compact in the following way(s):

- Support the UN Sustainable Development Principles:
 - Human Rights principle 1: Ensure the protection of internationally proclaimed human rights
 - Implementing the laws of the Jordanian Ministry of Labor
 - Developing a new code of conduct that ensures that we uphold internationally proclaimed human rights and avoid complicity in any human right abuse.
 - Environment principle 8 and 9: promote greater environmental responsibility and the diffusion of environmentally friendly technologies
 - Implementing good practices to support INJAZ transformation to a green space
 - Encouraging startups to include an environmental impact within their projects
 - Promoting the use of soft copies instead of hard copies among INJAZ's employees
 - Anti-Corruption principle 10: working against corruption in all its forms, including extortion and bribery
 - Implementing financial auditing producers by external financial auditor to guarantee unbiased review and application
- Engage in the activities of the UN Global Compact or with Global Compact Local Networks where feasible

INJAZ recognizes that a key requirement for participation in the Global Compact is the submission of Communication on Engagement that describes our organization's effort to support the implementation of the ten principles and to engage with the Global Compact.

Sincerely yours,

Muhannad Al- Jarrah

Executive Director Partnership & Communication Unit

INJAZ



Part II. Description of Actions

Throughout our organization INJAZ ensured the implementation and promotion of the Ten Principles of the UN Global Compact within our organization's policies, projects and activities.

- For academic organizations: incorporate the GC principles into internal operations and communicate progress following the Communication on Progress requirements. The GC principles are being incorporated in the code of conduct of INJAZ which is currently under development.
- For business association: organize learning and dialogue events, workshops and training for INJAZ's employees on the UN Global Compact and specific topics relevant to corporate sustainability. Provide INJAZ's expertise and the voice of INJAZ employees to Global Compact working groups and special initiatives. In addition to the engagement of INJAZ employees in collective action efforts on Global Compact related issues.
- For cities: implement and promote the ten principles of the UN Global Compact in the management and administration of the city or region. Supporting businesses and other stakeholders in establishing or implementing sustainability initiatives that are transparent and beneficial to the city, region and greater community. In addition to having a dedicated sustainability plan that incorporates the ecological, economic, political, and cultural dimensions of the region's sustainability.
- For civil society: engage with Global Compact local Networks. Join and propose partnership projects on corporate sustainability. Engage companies in global compact related issues and join and support special initiatives and work streams.
- For labour: build dialogue with companies and NGOs involved in the Global compact and examine company performance and rights on sustainability issues.
- For public sector: join and propose partnership projects and join special initiatives and work streams.



Part III. Measurement of Outcomes

- INJAZ is implementing the laws of the Jordanian Ministry of Labor and most of their laws comply with the ten principles of the UN Global Compact. For the year of 2019 INJAZ is developing a new code of conduct which ensure that we uphold internationally proclaimed human rights and avoid complicity in any human rights abuse. The component of the new code of conduct will comply with the ten principles of the UN Global Compact.
- INJAZ has delivered multiple educational training and awareness sessions on topics related to the Global Compact. For instance, implementing good practices to support INJAZ transformation to a green space which will eventually result in turning INJAZ's incubator to a green hub that incubate green startups. Furthermore, we encourage startups to include an environmental impact within their projects. INJAZ's use of paper have been reduced due to the awareness raised among employees on the importance of using soft copies instead of hard copies. In addition to the conduction of a prevention of sexual abuse and authority training to INJAZ's employees during the partnership of INJAZ and UNICEF.
- Forming partnership with Global Compact Local Networks in particular the partnership with Aramex and INJAZ Al-Arab while promoting the ten principles of the UN Global Compact.
- Enhancing the volunteering concept among the Jordanian Youth through the implementation of the National Initiative for Youth Volunteering with partnership with UNICEF.
- Among INJAZ's future plan of the year 2019/2020 is to examine the organization performance by conducting an internal assessment to ensure excellent performance regarding sustainability issues. For the affirmation of anti-corruption, INJAZ's board of trustees ensure implementing financial auditing procedures which are conducted by external financial auditors to guarantee unbiased review and application.
- The strategic partnership between INJAZ and the Public Sector consist of partnerships with the Ministry of Education, the Ministry of Higher Education and Central Bank of Jordan (CBJ). Enabled INJAZ to implement projects that focuses on youth development like the National Financial Education Program, Business Leaders Campaign, along with INJAZ's existing programs.