

2019

COP Annual Report



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STATEMENT BY THE CHIEF EXECUTIVE OFFICER

I am pleased to confirm that **IJAZI Investment Company** continues to support the ten principles of the Global Compact with respect to human rights, labor rights, environment and anti-corruption. With this communication, we express our intent to continue to advance those principles within our sphere of influence. We have been, and will continue to be, committed to making the Global Compact and its principles part of the strategy, culture and day-to-day operation of our company, and to engage in collaborative projects that advance the broader development goals of the United Nations, particularly the Millennium Development Goals. **IJAZI Investment Company** wants to make a clear statement of this commitment to our stakeholders

During the last year **IJAZI Investment Company** has continued to make investments to develop our personnel and to improve our manufacturing facilities mainly in Prefabricated Houses Projects in Lebanon and Renewable Energy Projects in West Asia (Especially in Lebanon and Jordan). These investments have improved the quality of life and the quality of the work environment for our employees in all of our locations. We are, and will continue to engage in collaborative projects which advance the broader development goals of the United Nations. **IJAZI Investment Company** has made, and will continue to make a clear statement of this commitment to our stakeholders and general.

We inform all our employees' ongoing about the importance of the company strategy concerning these Global Compact Principles.

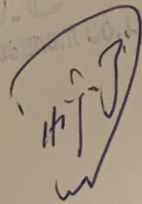
IJAZI Investment Company is very proud of its achievements this year on prefabricated houses, and renewable energy projects after taking positive feedback from its clients. **IJAZI Investment Company** will strive to still on the forefront in its line of business. In our name, logo and in our daily work we keep focus on balance between quality and efficiency in our production on one side-and environment issues, the welfare of our employees, and sustainability on the other side.

There are lots of challenges but with all the progress we make every year we believe that we can make a difference and be part of a good development.

Ahmad Hijazi

Chief Executive Manager

إجازي للإستثمار المحدودة
I.I.C
شركة إجازي للإستثمار المحدودة
Ijaz Investment Co. Ltd



About Ijazi Investment Company:

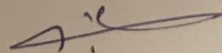
Ijazi Investment Company is a leading diversified company carrying out construction, telecommunication networks, engineering, prefabricated buildings, catering, development and investment activities, internationally with emphasis on the Middle East region. We are committed to providing reliable, amicable, and professional service to our valuable clients, and to being supportive to local business and social activities, friendly to the environment as well as being proactive in the socio-economic environments.

Our mission:

To be a leading investment Holding Company in construction, telecommunication, catering, and prefabricated houses services providing efficient and quality execution through affiliated companies, building a high degree of customer retention, conforming to international standards and developments of human resources in tune with Globalization, Economic Reforms and Business Ethics.

Our vision:

To be one of the leading global multi-function groups known by its commitments. Providing quality execution of projects, building a high degree of customer confidence and economic reforms with attractive financial growth and provide our employees with opportunities for professional development.



Human Right principles

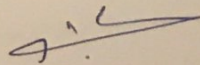
Ijazi Investment Company approves and respects the universal declaration of human rights. Moreover, we have established some core values that underline the company's devotion to the Human Right Principles. Since we are operating internationally the conditions are diverse. We do not accept any kind of child labor, forced labor or other violations of fundamental human rights. We make sure in all our business that our employees are treated equal and have the same conditions independent of sex

Ijazi Investment Company believes that it's our people who make our organization what it is. Therefore, we care deeply about everyone who works for us and this means ensuring that we provide a safe and equitable working environment for all.

Measurement of outcomes

We try to monitor the welfare for our employee and the people we are doing business with, and will not accept any kind of human right abuse. **Ijazi Investment Company** fully supports the right to freedom of speech and actively encourages all our employees to report instances of human rights related issues to higher management. If a violation were to be reported by an employee then all steps would be taken to fully understand the issue, a resolution sought and awareness raised to all employees to avoid any re-occurrence. Management Review meetings are held regularly and address a number of points including identification and implementation of changes/improvements required to the business environment and/or staff resources, as an integral way of identifying improvement to working conditions for our employees.

- We offer equal employment opportunities regardless of region, culture, religion, and gender
- Gender equality is an important focus for us. We believe that increasing the opportunities for women to succeed economically is one of the most powerful ways to promote human rights, economy resilience and society stability. In addition, 50% of our Management are women.
- We ensure workers are provided safe, suitable and sanitary work facilities.
- We protect workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats



Labor Principles

Our main aim in **IJAZI Investment Company** is to eliminate all forms of forced labor. We also reject the discrimination in respect of employment and occupation. We have a strong focus on ensuring the best possible work environment and conditions for our employees.

It is imperative to us that all **Ijazi Investment Company** operations continue to be managed and operated to high ethical standards that protect and support the rights and interests of everyone. All of our people, our contractors and our supplier working conditions are required to be compliant with national legislation and in cases where this is deemed insufficient, with the relevant International Labor Organization (ILO) Standards. We want every employee to feel comfortable and to have ownership in our corporate culture. Although, we have policy to handle any kind of reduced labor, alcohol, absence, pregnancy, etc.

Measurement of outcomes

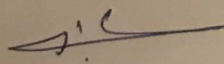
We feel that the approach we have made to give our employees ownership of our corporate culture has been a success. They take pride in their daily work and understand that focus on sustainability, environmental concerns and welfare is common task. We have a stab where illness has been minimized and our employees are quarantined help in case they need it no matter what situation it is required.

Ijazi Investment Company outlaws the use of child labor in any form. It does not employ anyone below the age of 16 or the local legal minimum employment age should this be different in a country it operates in. It will not use suppliers who use child labor in any manner. In no instance will inhumane treatment of its people or those in its supply chain be acceptable including any form of forced labor, physical punishment or other abuse.

Environmental Principles

Our business supports a precautionary approach to environmental challenge. We also undertake initiatives to promote greater environmental responsibility. In this way we can encourage the development and diffusion of environmentally friendly technologies.

Environmental concerns and focus on sustainability are still among our highest priorities. Right from the start we knew, that we wanted to do everything possible to act responsible regarding the environment on a local basis as well as a global.



Measurement of outcomes

The fiber cement board which is used in the construction of prefabricated houses is "eco-friendly" Cement board does not contain anything harmful to the environment and on human health. It has not got gas-emission; tie in with climatic conditions or in time. Fibercement siding is quite durable due to ingredients. The boards are produced under the high pressure and high temperature during the autoclave operation. It does not affected by ultraviolet light. Fibercement resists to chemicals as well without decalcifies. Especial, it is very durable to alkalies. Seasonal variations are not important parameter for cement boards in any places of entire world.

This form of construction or assembly has provided the prefab house with many benefits such as minimized waste, reduced construction timelines, limited exposure to the elements, fixed cost, less use of skilled laborers and limited site impact. Environmental concerns and focusing are still among our highest properties. Moreover our Solar Power Generator (SPG) is eco-friendly which eliminates the use of fuel which may be toxic to both human and environment.

Anti-Corruption Principles

IJAZI Investment Company prohibits corruption in any form, including giving, accepting or authorizing bribes. We do not offer bribes to government officials or tolerate commercial bribery. We expect all of our business partners, such as our distributors, customs brokers and other suppliers, to maintain the same standards as we do when acting on our behalf. These expectations are detailed in our Anticorruption and Human Rights Expectations for Business Partners. We fully support the UN Convention against Corruptions

Measurement of outcomes

IJAZI Investment Company has never been involved in any criminal offense related to false statements and misrepresentations. **IJAZI Investment Company** maintains its clean judicial record; all business duties and responsibilities in line with laws and regulations of its country of registration and demonstrates proper business conduct and ethics. Moreover, **IJAZI Investment Company** is an advocate of anti-corruption and communicates this to all clients and suppliers where appropriate.

We act in accordance with applicable legislation and rules where we operate and do business with partners who have the sane policy regarding anti-corruption. The company will continue to provide education for all level of employees up to management about corruption, as well as what to do if one should encounter it.

