

COMMUNICATION ON PROGRESS (COP)

Period covered by your Communication on Progress (COP)

October 2018 – October 2019

I. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER (OWNER OR PRESIDENT IN THE CASE OF SMALL BUSINESSES)

October 12, 2017

To our stakeholders:

I am pleased to confirm that SSC Capital reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Salum Awadh

Managing Partner

2. DESCRIPTION OF ACTIONS

Human Rights

- We are implementing a policy of non-tolerance for using a foul language against fellow employee or company's stakeholder such as customers

Labour

- All staff have permanent contracts now
- We have introduced overtime policy
- We have registered all employees into pension supplementary scheme which covers health insurance as well

Environment

- We have reduced paperwork in the office, printing is done only when necessary

Anti-Corruption

- We don't participate in any tenders which attract kick-backs or any form of corruption

3. MEASUREMENT OF OUTCOMES

- We plan to have 50-50 ratio of our office staff for each new staff employed, achieving the ratio by end of 2019
- Cutting down printed documents by more than 80% by June 2018
- All staff have mandatory pension schemes with extended health insurance covering their families