



Communication on Progress 2021

RKAH Legal Consultancy

December 2020 – December 2021



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Section 1: Statement of Continued Support



December 2021

Dear Stakeholders,

It gives me great pleasure to reaffirm RKAH Legal Consultancy's continued support for the Ten Principles of the United Nations Global Compact in the areas pertaining to Human Rights, Labor, Environment and Anti-Corruption.

In our first ever annual Communication on Progress (covering the period from December 2020 to December 2021), we aim to highlight the various practices undertaken by the firm to integrate and implement the Global Compact and its Ten Principles in our business strategies, culture, and day-to-day operations.

Throughout the past year, these principles along with the Sustainable Development Goals have created a strong framework to aid us in functioning and implementing sustainable business measures in every venture that we stepped into. In addition to this, the United Nations Global Compact and its Principles have proven to be a great guiding mechanism such that we can ensure continuous improvements whilst transitioning into a more sustainable future.

We are also committed to sharing this information with all our stakeholders using our company's primary channels of communication, including the website and social media pages.

Sincerely yours,

Fatima Balfaqeeh
Managing Director



Section 2: Human Rights

At RKAH Legal Consultancy, we wholeheartedly support the following principles concerning Human Rights:

- ❖ **Principle 1:** *Businesses should support and respect the protection of internationally proclaimed human rights, and*
- ❖ **Principle 2:** *make sure they are not complicit in human rights abuses.*

2.1 Assessment, Policy and Goals

RKAH Legal Consultancy firmly believes that Human Rights are a core set that every human is entitled to regardless of the caste, gender, or the economic background they come from. However, in today's world many of these rights are blatantly violated, regardless of one's automatic entitlement.

Since our inception, we have ensured to create a tolerant and multicultural community where the guarantee of human rights is not viewed as a goal that needs to be achieved but rather as a foundational element of our firm's DNA.

At RKAH Legal Consultancy we strive to ensure that our employees continue to remain 'human beings' and not just employees as they walk through the front door. This is evidenced by our company's policies which take into consideration our diversity, and in addition are aligned to be inclusive so as to reap the rewards such as better decision making, innovation and productivity.

2.2 Implementation

Every employee at RKAH Legal Consultancy is required to sign a statement confirming their commitment to abide by the values listed within the Code of Conduct which amongst other things, details the procedures of reporting violations and the consequences of incurring such a violation.

Outside the work environment, RKAH Consultancy's Managing Director co-founded ElevateADR (<https://www.elevateadr.com>), a communal platform to aid UAE ADR practitioners by creating new opportunities for them regardless of their accumulated experience. This platform aims to shine the light on those ADR practitioners to highlight their portfolios and create equal opportunities to all practitioners based on the merits of their expertise only. This initiative is supported by The Pledge, an international program which strives for equal representation in arbitration.

2.3 Measurement of Outcomes

At the time of compiling this Communication on Progress, there have been no recorded violations of our Code of Conduct by any of our employees.

Furthermore, with regards to our ElevateADR venture, we have conducted a soft launch of the platform earlier this year. We fully expect to have a full launch in the first quarter of 2022 at which time a thorough measurement of outcomes can be conducted.



Section 3: Labour

At RKAH Legal Consultancy, we wholeheartedly support the following principles concerning 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:** the elimination of discrimination in respect of employment and occupation.

3.1 Assessment, Policy and Goals

RKAH Legal Consultancy is fully committed to supporting the Labour principles of the United Nations Global Compact as we utilize the best international practices when it comes to hiring, employment flexibility and employee growth. All our labour contracts clearly state the rights our employees are entitled to alongside their compensation and benefits.

In addition to this, RKAH Legal Consultancy firmly stands by the principle of non-discrimination whether expressly or impliedly on the grounds of gender, race, ethnicity, or socio-economic background. Our employees are treated with equality, and we ensure that their cultural diversity is respected.

Throughout the past year with the global pandemic of COVID-19, we as a company appreciated our responsibility of safeguarding our employees' health by ensuring them a safe work environment and the utmost support.

3.2 Implementation

Every employee at RKAH Legal Consultancy is required to sign a statement confirming their commitment to abide by the values listed within the Code of Conduct which amongst other things, details the procedures of reporting violations and the consequences of incurring such a violation.

Considering the ongoing pandemic, RKAH Legal Consultancy has opted to transition to a work from home model in order to safeguard the health of our employees. This flexibility has helped our employees become better at time management when dealing with various projects as well as increased their psychological well-being as they continue to work from the comfort of their homes.

Outside the work environment, we at RKAH Legal Consultancy are regularly employed to draft policies which dictate the scope of workers' labour rights within various enterprises. One of our recent examples includes a Workers Welfare Manual for a subcontractor located in Abu Dhabi.

3.3 Measurement of Outcomes

At the time of compiling this Communication on Progress, there have been no recorded violations of our Code of Conduct by any of our employees.

On a lighter note, we intend to resume our operations from our registered offices as early as next year provided that the associated health risks continue to remain innocuous.



Section 4: Environment

At RKAH Legal Consultancy, we wholeheartedly support the following principles concerning Environment:

- ❖ **Principle 7:** Businesses should support a precautionary approach to environmental challenges.
- ❖ **Principle 8:** undertake initiatives to promote greater environmental responsibility.
- ❖ **Principle 9:** encourage the development and diffusion of environmentally friendly technologies.

4.1 Assessment, Policy and Goals

As an active participant of the United Nations Global Compact, RKAH Legal Consultancy utilizes a framework that is founded upon the Ten Principles with immense respect for those that are concerned with the environment.

In all our interactions, both internally and externally, RKAH Legal Consultancy is committed to mitigating its environmental footprint as it aims to achieve a greener and sustainable future.

4.2 Implementation

Since the company's inception, our Managing Director has been a firm advocate of Green Arbitration and regularly employs environmentally friendly approaches whilst carrying out the day-to-day operations of the firm. Our employees during their onboarding process are introduced to the concept of Green Arbitration and are encouraged to become environmentally conscious as much as reasonably possible.

RKAH Legal Consultancy being a firm that deals heavily with arbitration, ensures that we eliminate the need for printing unless it is deemed necessary. Furthermore, in our action to reduce the usage of paper we often turn to carrying out our operations via online correspondence and e-bundling services.

In addition to this, our Managing Director is a member of the MENA region's subcommittee that aims at creating an awareness amongst legal practitioners in the region of the importance of reducing our carbon footprint in order to achieve a sustainable environment.

4.3 Measurement of Outcomes

At RKAH Legal Consultancy we continue to respect and abide by various guidelines and regulations such as the ADGM Arbitration Guidelines which emphasis on the usage of electronic written submissions and remote hearings for all ongoing arbitration proceedings.

In addition to this, we understand that transportation whether by air or road leads to leaving a significant carbon footprint and therefore resort to cutting them down by carrying out online video conferences. Furthermore, with respect to our internal policy of avoiding the usage of paper, we keep a print log to monitor our paper usage on an annual basis.



Section 5: Anti-Corruption

At RKAH Legal Consultancy, we wholeheartedly support the following principles concerning Anti-Corruption:

- ❖ **Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.

5.1 Assessment, Goals and Policy

As an active participant in the United Nations Global Compact, RKAH Legal Consultancy shows its strong support for the anti-corruption principles and ensures to integrate it within all the firm's dealings both internally and externally.

Our work ethic has a zero-tolerance policy for corruption and creates no room for any of its other forms such as bribery, extortion, or fraud. RKAH Legal Consultancy aims to comply with all relevant laws and regulations of the UAE such as the UAE Penal Code, the Anti-Money Laundering Law, and others to the fullest extent.

Our firm aims at being highly transparent in all our dealings and take client confidentiality very seriously.

5.2 Implementation

Every employee at RKAH Legal Consultancy is required to sign a statement confirming their commitment to abide by the values listed within the Code of Conduct which amongst other things, details the procedures of reporting violations and the consequences of incurring such a violation. There are a series of internal checks and balances to ensure consistency with our anti-corruption commitment.

Our Managing Director believes in leading by example. Annual examinations are taken to maintain her qualification as a member of the Chartered Institute of Procurement and Supply which ensures that she is up to date with ethical procurement and sustainable purchasing practices.

Outside the work environment, we at RKAH Legal Consultancy are regularly employed to draft the ethical standards for procurement practices of various government entities.

5.3 Measurement of Goals

At the time of compiling this Communication on Progress, there have been no recorded violations of our Code of Conduct by any of our employees.

Additionally, RKAH Legal Consultancy has not been involved in any rulings, legal cases or any other events related to corruption or bribery.

