

**COMMUNICATION ON PROGRESS (COP)**  
**BASIC TEMPLATE**

Period covered by your Communication on Progress (COP)

From:  To:

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

Please use the box below to include the statement of continued support signed by your company's chief executive

22.May.2022

To our stakeholders:

I am pleased to confirm that IRIS Technology 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,

Mohammad Al-Qurashi  
CEO

## 2. DESCRIPTION OF ACTIONS

### **Human Rights**

Please use the box below to describe **actions** your company has taken in the area of human rights. Examples include:

- Health, Safety and Environment - IRIS Technology provides clean, safe, and healthy work conditions, and is dedicated to maintaining a healthy environment.  
IRIS Technology is committed to respecting the human dignity and rights of each individual and community whom IRIS Technology interacts with during the course of work. IRIS Technology shall not, in any way, cause or contribute to the violation of human rights. the staff shall treat everybody with dignity, respect, and care and uphold human rights.

### **Labour**

Please use the box below to describe **actions** your company has taken in the area of labour. Examples include:

IRIS Technology is committed to promoting equality in employment practices and to fair employment and remuneration policy in compliance with applicable laws. IRIS Technology is firmly opposed to employ or contract child or slave labor or any form of forced or compulsory or bonded labor. IRIS Technology is condemning all forms of illegal, unfair, unethical labor practice that exploits the workforce, destroys social security, or serves as tax evasion, including but not limited to undeclared and "grey" work or holding back wages. The staff shall act with integrity and treat their colleagues and others through the work with full respect.

### **Environment**

Please use the box below to describe **actions** your company has taken in the area of environment. Examples include:

IRIS Technology is committed to minimizing the impact on the natural environment of our operations. make efforts to reduce the use of finite resources, like energy or water, and the harmful emissions, like waste.  
All staff must follow and comply with every relevant health, safety, and environmental protection law, regulation, and rules at all times.

### **Anti-Corruption**

Please use the box below to describe **actions** your company has taken to fight corruption. Examples include:

IRIS Technology firmly condemns and does not tolerate all forms of corruption. It is prohibited directly or indirectly offering, promising, giving, asking, soliciting or accepting any unfair advantage or benefit, in order to obtain, retain or facilitate in any way the business and IRIS Technology ensure that internal procedure support the company's anti-corruption commitment.

### 3. MEASUREMENT OF OUTCOMES

In the box below, please include the most relevant indicators to **measure outcomes**. Examples include:

- Description of how IRIS Technology monitors and evaluates anti-corruption performance.
- Environment reports ( water and electricity).
- Percentge of recycle materials.