



Platform Consulting & Investment Services

Table of Contents

...

08

The Ten Principles

02

Profile

01

Table Of Contents

25

SDGs

22

JCI Mentors introductions

Our Story



A Decade of conflict has passed in Syria, Casting its dark shadows over all the sectors of the country. Nevertheless, what's clear is that any process of restoring the soul to the country must pass through the economic context, which has been affected with all its components in terms of infrastructure, human resources and the disintegration of economic networks.

However, a group of individuals who believed in making a change in the economic reality of their city, Aleppo, "the economic capital of Syria", joined hands in establishing a company capable of extending help to those wishing to re-launch the wheel of production and push the economic movement forward.

A company that stands side by side with its stakeholders with a shared ambition to achieve exceptional results by developing Rehabilitation plans and giving them the right tools to advance their own business.

A company that believes that ambition defines the future, that ambition requires courage. and doing the right thing is rarely easy, but it is worth it.

This company is Platform Consulting and Investment Services that is fully committed to making positive change.



Our Mission

Partnering with clients in all business sectors in Syria, to ensure continuous performance improvements and create the highest levels of value in their businesses, as well as identifying the best investment opportunities through consulting and customized solutions for each client.



About Us

Platform CIS is a Consulting and Investment Service dedicated to guiding corporations in governmental, private, and humanitarian sector.

Platform CIS was founded in 2017. Since then, it has made different faced interventions, where it had delivered several Studies covering the Commercial, Industrial sectors and Services sector.

Platform CIS also contributed to helping a group of Stakeholders and investors in launching their businesses based on effective feasibility studies and market researches relayed on trusted and reliable data. In addition, Platform CIS provides support to the organizations and associations working in the humanitarian sectors for them to develop and expand their programs, as well as monitor and evaluate the results and impacts of their activities.

All of these couldn't be accomplished without a team that consists of well-experienced consultants with a rich record academically and technically, combined with a wide network of PR in various domains all over Syria.



Our Vision

To bring positive change to the
Business Sector in Syria

Our Values

- Act with Integrity

We believe that the seed for achievements lies in Integrity, it is the true principle that never fails.

- Belief in Individuals

We believe in the growth of every single one we work with, whether our employees or our clients, because Successful people are those who empowers others.

- Quality and Excellence

We consider Quality to be the pillar of our Business, as well as making sure that our client's Business is concentrated around Excellence.

- Diversity

We opt to work in a Diverse and colorful team, being that Strength lies in Differences, not Similarities.

Investment Services

Business Development

Engineering Services



Non-Profit Organizations Services



OUR Company Structure



Human Rights

Businesses thrive in an environment where civil rights are respected. Promoting workers' rights increases productivity and profitability. Respect for human rights improves relations with local civil society. Moreover, Respecting human rights reduces regulatory risks and a good human rights record enhances brand value and trust.





PRINCIPLE 1:

BUSINESSES SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS.

Our commitment:

Platform CIS is committed to support its team with all possible ways and respects its team rights and protect them

Our implementation:

Platform CIS Provides a suitable work environment to its team due to its belief in the significance of human resources.



PRINCIPLE 2:

MAKE SURE THAT THEY ARE NOT COMPLICIT IN HUMAN RIGHTS ABUSES.

Our commitment:

Platform CIS considers the following key elements in a human rights framework: Due diligence. Conduct regular human rights impact assessments that include relationships with suppliers, clients, and others that could commit human rights abuses.

Our implementation:

- All processes, procedures and policies are in consistency with Human Rights principle at Platform CIS.
- Support employees in any special financial or health difficulties, giving humanity and morality priority over anything else.
- Support employees who have kids, enabling them to have enough time with their families
- The company also provides all support and assistance to any project aimed at serving human rights.



Labor

Companies should have administrative system that defines the relationship between it and its team members. Both parties sign a contract that identifies items of agreement including: type of work, office-hours, workdays, and vacations according to the employees' own circumstances.

Principle 3:

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Our commitment:

we regulate relations between employees and leading them to the conclusion of a collective agreement. Collective bargaining has the advantage that it settles issues through dialogue and consensus rather than through conflict and confrontation.

Our implementation:

- Applying collective bargaining to the needs of the parties and promoting voluntary agreements that sustain the well-being of individuals and enterprises.
- Recognizing of the right to collective bargaining is the key to the representation of collective interests.
- Seeking to apply Freedom of association and the exercise of collective bargaining to provide opportunities for constructive rather than confrontational dialogue, and this harnesses energy to focus on solutions that result in benefits to the society at large.

Principle 4:

The elimination of all forms of forced and compulsory labor

Our commitment:

Platform CIS is always keen to respect the employee's desire to work freely and not to force him or show any kind of compulsion to work under any circumstances in the event that the employee does not want to do any kind of compulsion

Our implementation:

- Providing a signed written contract of employment before departure.
- Promoting equality of opportunity and treatment in access to foreign employment and to particular occupations (e.g., roughly equal numbers of job offers for men and women).
- Informing migrant workers of all requirements for working in the country of destination, including travel documents, medical and language certificates, etc.
- Never knowingly recruiting, placing or employing a migrant worker in a job involving hazards or risks or where they may be subjected to abuse of any kind.
- Never withholding or confiscating, even temporarily, a migrant worker's passport or travel documents or misrepresenting a migrant worker's personal details.
- Never engaging in or tolerating contract substitution.
- Never providing misleading or false information regarding the nature and terms of condition of employment.



Principle 5:

The effective abolition of child labor

Our commitment:

we believe and ensure that children shouldn't work at platform and that's because it takes away from the child his childhood and the prospect of elementary education, and consequently engaged in hazardous and dangerous employment, they are vulnerable to mental and physical illness

Our implementation:

- Always when we hire new people, we make sure of their identities, which means that they are over the legal age.
- We distribute brochures to all our clients. These brochures aim to increase people's awareness of the dangers and disadvantages of child labor.

Principle 6:

The elimination of discrimination in respect of employment and occupation.

Our commitment:

Platform CIS has always been committed to this principle through our company's values of Believing in Individuals, Quality and Excellence, and Diversity. These values make the pillars of our business; therefore, we employ people basing on their efficiency, quality of work, their commitment to our values and their general behavior.

Our implementation:

- Achieve gender equality in our office;
- Equality of treatment to all employees regardless of their skin color, gender, their religious background and political POVs, shape or weight;
- Adopt high-level standards for employment process to give all candidates the equal chance to prove their experiences and efficiencies.



Environment

Platform CIS realizes the importance of the 3 environment principles, and their role of achieving progress, in addition to their role of increasing Syrian people's awareness.

While Platform CIS contributed in the implementation of raising people's consciousness and showing the environment's principles importance.

Principle 7:

Businesses should support a precautionary approach to environmental challenges.

Our commitment:

Through the past few years, so many factors had negative impact on the environment, and because of that lack of positive environment, Platform CIS decided to commit and implement this principle through multiple actions.

Our implementation:

- Limit smoking breaks to all employees, in addition to put a sign of “No Smoking” inside our office;
- Prevent the usage of industrial air fresheners and replace them with natural ones such as scented candles;
- Taking environment into consideration with our company’s policies and values, by assigning our “Green Office Policy”.



Principle 8:

Undertake initiatives to promote greater environmental responsibility.

Our commitment:

Despite extensive economic growth and increases in the quality of life over the last century, concern remains that the era of industrialization has had substantial negative effects on the natural environment and that these effects diminish the vitality and sustainability of our economic systems. In addition to the localized problems pollution, recent scientific discoveries have revealed global scale effects such as ozone depletion and climate change. The long-term economic impacts of these effects may be quite substantial as a large portion of the world's economic output is dependent upon the viability of natural systems. To give a helping hand, Platform CIS is showing its commitment and implementation to the principle by:



Our implementation:

- Invest in office plants;
- Support green vendors;
- Conserve energy within the office;
- Reduce by reusing;
- Conserve human energy by regarding each employee's capability;
- Encourage sustainable transportation like electrical cars and bikes;
- Limiting water usage and using water with conscience.

Principle 9:

Encourage the development and diffusion of environmentally friendly technologies.

Our commitment:

We continue to raise the bar on our long-term commitment to the environment, and to look for new and better ways to live up to this commitment.

Our implementation:

- Installation of solar power system in case of electrical power outage.
- Create a recycling program.
- Limitation of fuel usage for heating.
- Reduce the amount and usage of plastic and Nylon, and use best alternatives.
- Maintain our employees' mentality to be more environmentally friendly in and out of the work space.
- Limitation of electricity and paper usage.
- Distributing brochures in our office and to the clients that would clarify the importance of the environment and the best practices to make in order to protect it.



Anti-corruption



Platform CIS believes that corruption involves a violation of a code of conduct or professional obligations, arising from official or other duties assigned as well as the abuse of authorized power for private gain.

Principle 10:

Businesses should work against corruption in all its forms, including extortion and bribery



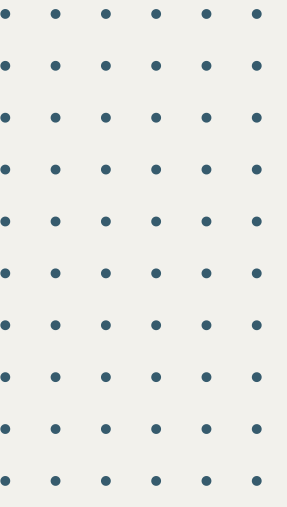
Our commitment:

One of Platform CIS's values is "Act with Integrity", which is something we deeply believe in, and continuously develop our employees' mentality to correspond with this value and planting it into their daily life-style.

Our implementation:

- Preventing any actions related to intermediary;
- Keep track on our employees' treasury;
- Regularly check-up on our employees' financials on a daily basis.
- Explaining the negatives and long-term damages of bribery and extortion;
- Adopting integrity practices in the employee's daily basis.

Platform finds that participation and social responsibility are among the foundations and pillars of a strong community. Therefore, Platform finds itself part of the community and is constantly trying to develop its members, and that was through JCI MENTORS . with JCI to support and guide graduates.



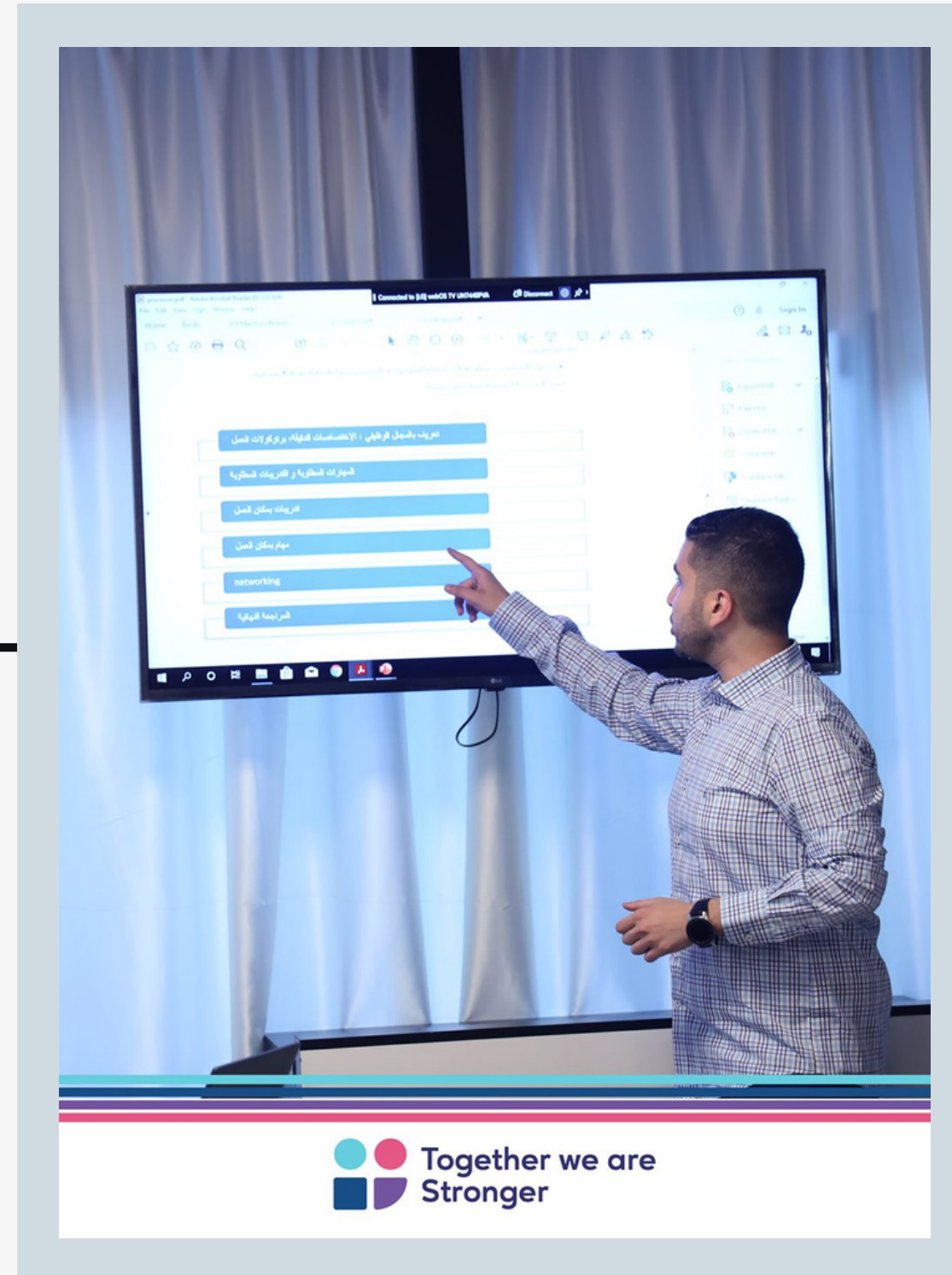
JCI MENTORS



Platform CIS, in partnership with JCI, has carried out a project called JCI Mentors and it aimed at providing guidance and career guidance to university students in the last year and graduate students who are looking for a job.

Through the members of the Junior Chamber International - Aleppo and some members of the community who are not members of the Chamber, those who have experience in certain work domains. In addition to that, work to provide job opportunities or internship with Companies, industrial establishments and institutions located in Aleppo Governorate for these young people.

OBJECTIVES OF THE PROJECT:



- At the level of community members:
 - Awareness of beneficiaries of the most important skills required in the labor market
 - Enable the beneficiaries to know the most important professions within the specialization of their studies.
 - Creating sufficient awareness among the beneficiaries of all aspects of the profession they aspire to.
 - Enabling individuals to view all vocational paths and sectors of the labor market equally, including private sector and freelance.

- At the member level:

- Develop planning, organization, follow-up and evaluation skills for project team members.
- The members participated in playing an important role in developing the professional awareness of the youth group in their community.
- Creating an important professional image for the members as professional mentors in their work. Strengthening their leadership role in society.

Whereas through JCI Mentors goals it managed to achieve multiple SDG's.





NO POVERTY

Through achieving the project JCI Mentor's goals, SDG NO.1 "No Poverty" was reached, whereas it aimed to mentor and train beneficiaries to enter the labor market with the required and necessary experiences to become high quality employees or even to start their own businesses, which leads to create more vacancies in the labor market that will eventually decrease the amount of poverty in the communities.

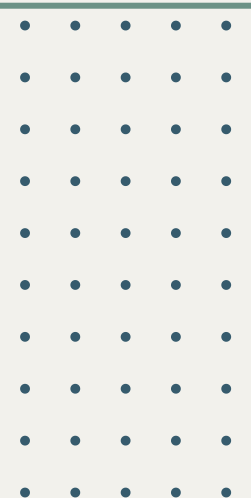


GENDER EQUALITY

Mentors and mentees were equal from both genders, and were treated the same, which covered the SDG NO.5 "Gender Equality". Furthermore, JCI and Platform CIS managers and project coordinators were strict about the equality of treatment for both genders with dignity and integrity according to Platform CIS values, in addition to create frequent awareness sessions about the importance of gender equality.



JCI Mentors





DECENT WORK AND ECONOMIC GROWTH

JCI and Platform CIS have indicated to a critical point in this project which is child labor and the negatives of it, and pointed out to the positives of decent work environment and how it creates better work productivity by not forcing employees or pushing them over their limits, in order to push the economic wheel, This covers the SDG NO.8 “Decent Work and Economic Growth”.



INDUSTRY INNOVATION AND INFRASTRUCTURE

Through the guidance and direction in the project, the project was able to achieve SDG No. 9: industry innovation and infrastructure, and this was in the stages of guidance for the career paths of individuals, which made them choose the appropriate profession or industry. Infrastructure in war-affected Syria



SUSTAINABLE CITIES AND COMMUNITY

Throughout the project SDG no. 11. sustainable cities and community was achieved and that's because the project aims to create a strong and sustainable society in the city through mentors that could Support individuals with skills to plan their career paths that are consistent with their personal ambitions and labor market needs, as a result of that, when our youth knows where to start and know its goals we will have a sustainable city and community.



PEACE, JUSTICE AND STRONG INSTITUTIONS

There is no doubt that when you support young people and help them to choose their career path, this enhances justice and peace in the community and contributes to creating job opportunities and thus strong institutions in the city, and this is what the project was able to achieve with regard to SDG No. 16, Peace, justice and strong institutions.



PARTNERSHIP FOR THE GOALS

Platform CIS's cooperation with JCI in this project had the effect of helping the local community to guide young people, help them choose their career path, and support them to reach what they aspire to, and this is what helped us achieve this SDG .NO. 17 : partnership for the goals.



JCI Mentors





Thank You