

COMMUNICATION ON ENGAGEMENT (COE)

MAHAK – the Society to Support Children Suffering from Cancer

Period covered by this Communication on Engagement

From: 1/12/2020

To: 30/11/2022

Part I. Statement of Continued Support by the Chief Executive or Equivalent

Please use the box below to include the statement of continued support signed by your organization's Chief Executive or equivalent.

18/12/2022

To our stakeholders:

I am pleased to confirm that MAHAK- the Society to Support Children Suffering from Cancer reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption. This is our Communication on Engagement with the United Nations Global Compact. We welcome feedback on its contents.

In this Communication of Engagement, we describe the actions that our organization has taken to support the UN Global Compact and its Principles as suggested for an organization like ours. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,



Arasb Ahmadian

Chief Executive Officer

Part II and Part III. Description of Actions and Measurement of Outcomes

MAHAK is a charity and hospital founded with the high motivation of assistance to human beings, concentrating on children's cancer at national and international levels in charity affairs, engaging in diagnosing, treatment, research as well as psycho-social supports.

All services including treatment of children suffering from cancer, are performed in context of patients' rights charter and based on the most efficient methods in national and international level. Since the first day of its activity and more focused from 2016 when MAHAK has become a member of Global Compact, it has strived to respect human rights, labour and environment, and operate in line with anti-corruption rules and regulations.

Considering the condition where discrimination against women are seen in different aspects, MAHAK has tried to recruit staff with no discrimination and provide an equal condition into success and progress for everyone regardless of their sex or age. By the end of reporting period, over 840 staff works at MAHAK Hospital and Charity among from them 484 are female employees. Moreover, there are 79 Managers and head of departments in which 63% of them consists of females. During the last two years MAHAK has had 146 new employees, and 65% are female and 19% of them are above the age of 40. (Prin.6) This approach is not limited only to MAHAK employees but it is respected towards its main stakeholders: cancer-stricken children and their families who receive treatment and support services all over Iran regardless of their nationality, ethnicity, color, language or gender. (Prin.1)

As a non-profit, non-political and non-governmental organization, MAHAK operates according to its articles of association, while fully observing the rules of Islamic Republic of Iran. All operations at MAHAK are implemented according to the national labour laws including the rules of employment and with a focus on GC's principles to prevent or eliminate all forms of forced and compulsory labour (Prin.4). Under sections 43(4), 2(6) and 19, 20 and 28 of the Constitution of the Islamic Republic of Iran, it is prohibited to force a person to perform work against his will or to exploit others.

MAHAK, is a multi-disciplinary charity organization with the only pediatric cancer hospital in Iran and one of the largest in the Middle East which covers the treatment of one-fifth of pediatric cancer treatment capacity of the country. On the other hand, 95% of all children diagnosed with cancer all over the country are psycho-socially and financially supported by MAHAK merely through public donations. As a result of this commitment, being transparent and accountable during the years of its activity makes it one of the most trusted organizations for individual and institutional benefactors who believe in the optimal utilization of scarce resources as measured by effectiveness and efficiency indices and clearly specified quality metrics.

To maintain this trust and in order to prevent any form of corruption or conflict of interest, MAHAK has defined various monitoring and controlling points internally and externally. As the cooperation of the founders, members of the Board of Trustees and the Board of Directors are

honorary, they have no direct or indirect financial relationship with the organization. On the other hand, MAHAK's financial annual reports are gathered and published after reviewing by the internal inspector as well as top auditing firms with a specific report on money laundering as a form of corruption. (Prin.10)

According to its operation in the hospital and with a view on its mission statement, having a responsible approach toward the natural resources and environment has become a sense of duty for MAHAK. Managing its operation through a precautionary approach and taking initiative measurements to reduce its potential negative effects has been included its strategic and annual plans. (Prin. 7 & 8)

In respect to the environment, MAHAK implemented numerous actions in its agenda to hold itself and its stakeholders with highest standards for environment and clean earth. Among the activities related to environmental protection, the following can be mentioned:

- Connecting the wastewater system of the organization after purification to the municipal sewage system, is evaluated every three months by the trusted environmental laboratory
- Replacing 90% of fluorescent lamps and converting to LED and SMD
- Pedaling the toilet faucets to optimize water consumption
- Installation of amalgam separators of dental units to separate mercury and transfer it to qualified companies
- Updating the infectious and radioactive waste disposal device
- Using water vapor for sterilization instead of environmentally harmful chemicals
- Elimination of pharmaceutical and chemical residues of heavy metals with the cooperation of the environmental trusted company
- Using cellulosic materials instead of plastic and equipping the hospital with hospital waste shredders
- Using the waste management system according to the world's modern methods in terms of collection, color coding, transfer, storage and burial
- Defining guidelines and implementing approaches to reduce the usage of plastic and disposable containers, recycling and reusing items such as donation boxes
- Digitalizing the organization in all units to try as much as possible to reduce paper consumption.

As the result of applying the aforementioned measures within the organization in May 2021, MAHAK received the plaque of commendation from department of health of Shahid Beheshti University from among 15 hospitals in Tehran.

In-Service Training

Moving based on continuous improvement cycle as its main concern in all aspects including its human resources performances, and to respect human rights and support employees' progress, MAHAK has defined a specific training program (general and specified) for all staff from the very first day of joining the organization. The specified courses are vary from the position, department and the organization's strategies and programs. However, general courses for all staff is including:

- organization's strategies, vision and mission,
- communication ethics to internal and external stakeholders,
- trainings related to Health, Safety and Environment to improve the safety of workplace and staff

Given that, during the past two years, MAHAK has provided 17,973 hours of general and specific training for 846 of its staff.

Engage with Global Compact Local Networks

Due to the fact that Global Compact has no local network or secretariat in Iran, there is no opportunity of attending local events at the national level. During the past 6 years of membership at Global Compact, MAHAK has strived to identify and participate in regional or global events as well as online workshops and programs with the aim of adapting Global Compact goals and principles in a better fashion to apply them in MAHAK's strategies, programs and operations. Below are some of the events that MAHAK has had participants during the reporting period:

- The virtual UN Global Compact Leaders' Summit - June 1-2, 2022
- Target Gender Equality Live – March 15, 2022
- Uniting Business LIVE- September 19-22, 2022
- UN Global Compact supports humanitarian appeal- March 3, 2022
- Uniting Business AFRICA- November 10, 2022

Participating in different meetings and webinars of Global Compact is done with the aim of adapting and applying the shared knowledge in MAHAK management system in different level. 'Target Gender Equality' webinar assisted us to focus more on creating a more proper atmosphere in the organization for both men and women. Moreover, the shared information has been suggested to Human Resources department with focus on facilitated performance analysis, capacity-building workshops, peer-to-peer learning and multi-stakeholder dialogue on this issue in order to realize the Sustainable Development Goal 5.5, which calls for equal women representation, participation and leadership in business globally.

Join and/or propose partnership projects on corporate sustainability

As a charity organization which all its fund is supplied by public donation and as one of the three main pillars of a society along with business entities and government, MAHAK has always strived to engage economic sector in supporting cancer-stricken children through the concept of Corporate Social Responsibility in a sustainable manner. Given that, MAHAK has focused more on this concept and examined the status of this issue in international context, especially from the perspective of the principles of sustainability of the United Nations Global Compact. In this vein, several conferences was held to address the importance of studying practical projects of social responsibility in the national and international contexts and exchange of experiences in this field since 2011.

During the last decade, MAHAK has defined various social responsibility however, due to outbreak of Corona Virus the scope of this projects had to be limited. For this purpose, from 2020, about 102 contracts have been signed with the aim of supplying the cost of medication and treatment of cancer stricken children under support of MAHAK all over the country.

In September 2021 which remarked as the Childhood Cancer Awareness Month (CCAM), MAHAK partnered with Hyperstar Chain Stores in form of the “Go Gold” project to raise awareness towards pediatric cancer among this store customers. In this campaign, some coupons were designed with different price labels as a symbol of the expenses of medication. The customers chose the coupon with their desired price and bought it in support of MAHAK's cancer-stricken children treatment.

Collaboration in the form of social responsibility has not been limited to economic sector in financial scale. MAHAK has always tried to benefit from the knowledge and expertise of experts as well. Given that, in order to improve the quality of treatment for children with cancer, MAHAK has cooperated with pioneer oncologists in the form of weekly meeting entitled ‘Tumor Boards’ to discuss various cases and adapting developed treatment protocols with the existed capacity and facilities in the country.

Moreover, applying new and updated psychological tests and joining different working groups in Asia level will improve the quality of support services not only for children with cancer (during and after their treatment) but also after their siblings and parents.

As one of the main activities focuses on capacity building among the charity based organizations among the society and according to the belief of returning back the utilized resources received from the society, MAHAK has strived to empower other cancer-centric NGOs in order to improve the quality of services and manage its integration throughout the country for children with cancer and their families. Given that and after devising the new strategic plan, CEO of MAHAK has had series of meetings with Iranian NGOs around the country and shared its plans with them.

Join and/or support special initiatives and work streams

The outbreak of COVID-19 pandemic in the end of 2019 has affected MAHAK in the same way of other organizations all over the world and led us to experience a new normal in working and

providing treatment and support services to our stakeholders remotely. Accordingly, it was required to obtain a newfangled procedures to provide routine services for children and their families with positive change in the quality.

In this line, by using a range of strategies to make feasible digital atmosphere for all stakeholders such as volunteers, patients' families and benefactors, MAHAK planned to foster its operations in the field of digital. So that, the digital transformation project was defined with focus on two areas of patients and family as well as volunteers.

Through this platform, MAHAK children and their families receive psycho-social and financial supports as well as have better access to register their child's medical files and documents. Another platform was devised to arrange and classified organizations' cooperation with volunteers in the forms of online projects and with the possibility of equal chance for all volunteers to receive that project.

Moving forward in digital activity, making evolution in service provision for cancer-stricken children which is the policy maker in treatment protocols for pediatric cancer are among the plans during its strategic plan.

Engage Companies in Global Compact- related issues

MAHAK as the organization with the mission of supporting cancer-stricken children and their families has been striving to provide the best services to them during the past 30 years. Along the same line, being present in the international arena and adapting its standards with global best practices has been continuous obsession for the founders of this organization. We look forward to the eradication of childhood cancer nationally and internationally, as a philanthropy-established charity with a highly-specialized pediatric cancer treatment center in Iran, MAHAK has been always concerned about raising awareness towards cancer in the society which results in less painful, less costly and more effective treatment and it is one of the most important slogans of MAHAK Charity.

Since 2020 MAHAK's membership status got promoted to full member of CCI through the vote of the participants. Moreover, MAHAK is member/full member of Union for International Cancer Control (UICC) since 2008. Every year, On the occasion of Childhood Cancer Awareness Month (CCAM) in September in line with CCI and the International Society of Pediatric Oncology (SIOP), and on the occasion of World Cancer Day in-line with UICC.

This year, like the previous years, MAHAK was holding a campaign to raise awareness among stakeholders and different strata of society. Different actions were planned to hold for childhood cancer awareness month campaign. Unfortunately, due to the unprecedented social situation in Iran and restricted social media access, MAHAK was not able to continue implementing its plans for raising awareness among the society about childhood cancer, its early symptoms and the significance of public awareness in this regard. MAHAK hopes to continue its plans and activities in this regard in the more proper time and circumstances.

