

MES - CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY

Here at Mesopotamian Eagles Security (MES) we have a solid Corporate Social Responsibility (CSR) policy that is at the core of our daily operations and guides our future growth.

We're aware that our responsibility extends beyond maximising profitability and that we must take into consideration the impact we have on those around us, our stakeholders/clients and the environment. All of our employees and those we work with are actively engaged in our sustainability efforts and take pride in being involved with a company that is focused on the importance of people, the planet and profit.

We benefit from our Corporate Social Responsibility efforts in a number of ways:

1. Our clients want to work with us because we are focused on a healthier and more productive world and can rely on us to develop their projects to the highest standards of energy efficiency and occupant health, while providing effective and efficient security solutions.
2. We increase our profit margins by operating more efficiently which is then passed onto our clients through competitive pricing.
3. Finally, we hope to inspire other local Iraqi companies and organisations to implement and operate their own CSR policies, which will in turn encourage further inspiration into the community, leading to a more enlightened perspective on how to run business.

Our Commitment

At MES we are committed to:

- Pursuing the goal of no harm to people.
- Protecting the environment.
- Using material and energy efficiently to provide our products and services.
- Respecting our neighbours and contributing to the societies in which we operate.
- Developing our security services that are consistent with these aims:
 - Play a leading role in promoting best practice in our industry.
 - Managing Health, Safety and the Environment around us & CSR matters as any other critical business activity.
 - Promote a culture in which all MES employees share this commitment.

Our Key Corporate Social Responsibility (CSR) focusses on:

1. The Community
2. People
3. The Environment

1. The Community

MES:

- a. Strives to be a good corporate citizen and to fulfil our responsibilities to the societies and communities in which we operate.
- b. Is committed to conducting business in a socially responsible and ethical manner.
- c. Is committed to engage, learn from, respect and support the communities and cultures within which we work.
- d. Is committed to investing in the local community. We will participate and donate wherever possible to the charity activities carried out locally e.g. such as those organised by the AMAR Foundation.
- e. Will encourage dialogue with local communities for mutual benefit where appropriate.

2. People

MES:

- a. Is committed to creating and maintaining a safe and healthy working environment for its employees.
- b. Will strive to create a workplace in which there is mutual trust and respect and where every person feels responsible for the performance and reputation of our company.
- c. Will respect the individual and each other's rights, customs and traditions including the right to freedom of association and the right to decide whether or not to join a trade union and will negotiate in good faith with the properly elected representatives of its employees.
- d. Will work towards achieving a diverse workforce, recruiting, employing and promoting employees only on the basis of objective criteria and the qualifications and abilities needed for the job to be performed.
- e. Will maintain good communications with employees through our information and consultation procedures.
- f. Will assist employees in realising their potential.
- g. Will uphold the values of honesty, integrity, transparency and fairness in our relationships with employees, clients and stakeholders alike.
- h. Will operate in a way that safeguards against unfair business practices.
- i. Promotes all employees to take responsibility for ensuring that any contact with our customers and the public at large reflects professionalism, efficiency and honesty. We strive constantly to provide high quality service levels and good value for money.
- j. Has developed employment policies that are directed at creating an environment that will attract, develop, motivate and reward employees of high calibre.

3. Environment

MES:

- a. Is committed to making continuous improvement in the management of its environmental impact.
- b. Will work with our partners to promote environmental care, increase understanding of environmental issues and disseminate good practice.
- c. Is committed to continually reducing our greenhouse gas emissions by implementing energy efficient measures and adopting procurement policies that favour sustainably-produced goods.
- d. Is committed to protecting the environment and the safety of people
- e. Will, whenever feasible, we will use our influence to promote the values of CSR across our client base and Security Industry.

To ensure we are constantly working to achieve the above, all procedures and business functions that relate to our services have been designed with these values in mind.

The policy is clearly communicated to all employees and relevant stakeholders when they join the company.

We shall be open and honest in communication our strategies, targets, performance and governance to our stakeholders in our continual commitment to sustainable development.

The overall ownership of this policy is the responsibility of the Senior Management Team and is subject to review and revision as necessary. Any changes will be brought to the notice of employees of the company as soon as is reasonably practical after they have been made.

Approved by:



Mr Ali AL Saied,
CEO, Saraji Group
Date: 05th February 2015