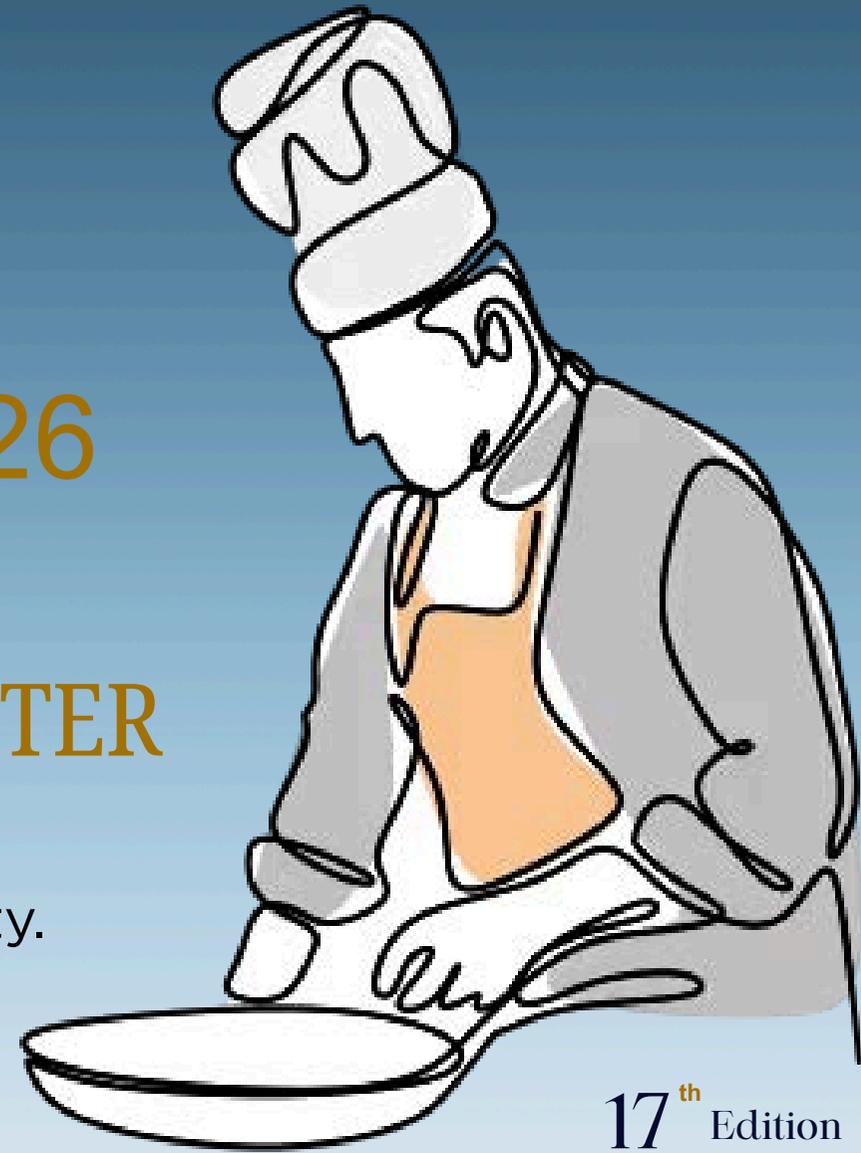


January 2026

COMPASS QATAR NEWSLETTER

Health and Safety is our number one priority.



17th Edition

Safety First

Driving Sustainable Progress at Compass Qatar



COUNTRY HSEQ MANAGER

Sandeep Vasudevan

At Compass Qatar, Health, Safety, Environment, and Quality (HSEQ) are more than just systems or procedures they are the values that define how we operate every single day. As an international organization delivering services across diverse and demanding environments, our responsibility extends far beyond compliance. It is about protecting our people, supporting our clients, and contributing positively to the communities we serve.

The approach reflects our collective commitment to Zero Harm, operational excellence, and continuous improvement. Every success story shared here whether it's a safety milestone, an environmental initiative, a quality breakthrough or a colleague going the extra mile demonstrates the strength of our safety culture, our sustainability mindset, and our shared accountability.

In Qatar, our operations continue to evolve rapidly, bringing with them new opportunities for innovation. I am especially proud of our growing focus on sustainability, where efforts such as waste reduction, improved segregation, recycling initiatives, and responsible resource management are becoming part of our daily routine. These actions not only reduce the environmental impact but also strengthen our partnership with clients who share our values.

Through strong leadership, teamwork, and personal responsibility, we consistently raise the bar in HSEQ performance. I am proud of how our teams embrace safe behaviors, proactively report hazards, adopt sustainable practices and support one another in doing the right thing always.

As we move forward, our focus remains clear: Everyone goes home safely, every day; Quality delivered without compromise; Environmental responsibility embedded in everything we do; Sustainable operations through waste reduction and recycling; innovation through technologies such as robotic cleaning; Continuous learning and improvement.

I encourage every colleague to see themselves as an HSEQ leader. Your commitment, vigilance, and care truly make the difference. Thank you for your dedication and for being an essential part of the Compass Qatar journey

Ramadan Awareness:

Important Laws & Guidelines in Qatar

As we approach the holy month of Ramadan, it is important for all employees—Muslim and non-Muslim—to be aware of the laws and social expectations that apply across Qatar during this period. Ramadan is observed nationwide, and respecting these regulations ensures a harmonious and culturally mindful environment for everyone.

Key Laws & Regulations During Ramadan in Qatar

- 1.No Eating, Drinking, or Smoking in Public during daytime-** According to Qatari law, eating, drinking, or smoking in public during fasting hours is prohibited for everyone, including non-Muslims. Violations can lead to a fine up to QAR 3,000 or up to three months imprisonment.
- 2.Restaurants & Cafés-** Most restaurants are closed for dine-in until sunset. Takeaway is usually available through the day. Hotels may offer designated breakfast areas for non-fasting individuals.
- 3.Dress Code & Public Conduct-** During Ramadan, modest dress and respectful behavior are strongly expected in public spaces. Loud behavior and inappropriate public conduct should be avoided.



These laws are designed to respect the fasting community and honor the cultural and religious significance of Ramadan in Qatar.

A Reminder to Our Compass Team

As a diverse organization, we appreciate everyone's cooperation in maintaining a respectful, supportive environment throughout the holy month. We wish you and your families a peaceful, fulfilling, and blessed Ramadan. May it bring good health, harmony, and spiritual growth to all.

Ramadan Kareem to you and your loved ones.

Digital Transformation Through SAP Ariba

As part of our ongoing digital transformation journey, we are transitioning all procurement-related activities to the **SAP Ariba Platform**. This covers the full procurement lifecycle, including **Supplier On-boarding, Purchase Requests, Sourcing, Purchase Orders (POs), Goods Receipts (GRs)**, online Invoice submission, etc.

To ensure a smooth transition, the Procurement & Finance teams conducted a series of comprehensive training sessions for both Compass Qatar storekeepers and suppliers, focusing on registration and effective use of the SAP Ariba platform.

Supplier Training Sessions

Between 21st and 23rd December 2025, a total of 56 legacy suppliers attended and completed the SAP Ariba registration training held at our Head Office. In addition to the in-person sessions which were led by Mr. Sisay and Ms. Rhodora, the SAP Ariba team also conducted virtual training for the suppliers. These sessions equipped participants with essential knowledge on supplier onboarding, quote submission and invoice submission within the SAP Ariba platform.



Storekeepers Training Sessions

Storekeepers and Store Supervisors participated in **SAP Ariba UAT – Buying & Commerce Automation** Training on 30 December 2025 and 24 January 2026. The sessions focused on:

- Creation of Purchase Requests and Purchase Orders
- Invoice validation
- Bulk import order processing

We continue to provide ongoing online support to both suppliers and storekeepers to strengthen system readiness and ensure seamless adoption of the SAP Ariba platform.

This transformation marks a significant milestone in enhancing efficiency, transparency and digital integration across our procurement activities.



Qatar Web Summit 2026

Driving Innovation and Digital Growth

During the 2026 Qatar Web Summit, held at the Doha Exhibition & Convention Center (DECC), Hamed Eltayeb, Digital & Tech Solutions Manager and Jahangir Alam, IT Support Specialist, represented our team alongside more than 30,000 global participants.



They engaged in key discussions covering major themes such as AI innovation and security, fintech transformation, new energy technologies, digital government and AI-driven health and sports tech, which were central tracks at this year's summit.

Their participation brought back valuable insights, strengthened industry connections, and forward-looking ideas that will support our organization's digital growth and enhance our overall technological capabilities.



! Important Employee Alert: Rise in Scam Calls

We would like to bring your attention to the increasing number of scam calls reported across Qatar. Several individuals have recently received calls from people falsely claiming to represent banks, Vodafone, Ooredoo, or other official institutions, requesting confidential information such as bank details, OTP codes, passwords, or ID numbers.

According to the Communications Regulatory Authority (CRA), scammers frequently impersonate trusted organizations to obtain sensitive information and commit fraud. Qatar's telecom providers, Ooredoo and Vodafone, have also reiterated that legitimate entities will never request personal banking details over the phone. Official organizations typically contact customers through verified landline numbers, not mobile numbers or internet-calling applications.

To enhance consumer safety, the CRA has launched the Caller Name Presentation (CNAP) initiative. This system displays the registered name of the calling entity, making it easier for residents to identify verified callers and distinguish them from potential scam attempts.

🚫 What Employees Must Never Do

- Do NOT share your bank account details, credit card numbers, passwords, or OTP codes with anyone over the phone.
- Do NOT respond to prize claims or "urgent" financial requests from unknown numbers.
- Do NOT return missed calls from suspicious international or unfamiliar numbers.
- Do NOT trust callers using mobile numbers claiming to be banks or telecom operators.



✓ What You Should Do Instead

- Hang up immediately if the caller pressures you or asks for personal information.
- Verify by calling your bank or service provider using the official number on their website.
- If you believe you have shared information or been targeted, contact your bank immediately and report to the Ministry of Interior Cybercrime Unit.

This reminder is issued to ensure the safety and financial protection of all employees. Scammers rely on urgency and distraction.
Stay alert, cautious, and informed.

If you need help verifying a suspicious call, The HR or IT team can guide you on the correct steps.

! महत्वपूर्ण कर्मचारी अलर्ट: स्कैम कॉल्स में बढ़ोतरी

क्रतर में बढ़ती हुई धोखाधड़ी (स्कैम) कॉल्स की संख्या के बारे में आपका ध्यान आकर्षित करना चाहते हैं। हाल ही में कई व्यक्तियों को ऐसे कॉल प्राप्त हुए हैं, जहाँ कॉल करने वाले स्वयं को बैंकों, Vodafone, Ooredoo या अन्य आधिकारिक संस्थानों का प्रतिनिधि बताकर गोपनीय जानकारी जैसे बैंक विवरण, OTP कोड, पासवर्ड या ID नंबर माँग रहे थे। Communications Regulatory Authority (CRA) के अनुसार, स्कैमर्स अधिकतर भरोसेमंद संगठनों का रूप धारण कर संवेदनशील जानकारी प्राप्त करके धोखाधड़ी करते हैं। क्रतर की टेलीकॉम कंपनियाँ—Ooredoo और Vodafone—ने भी दोहराया है कि कोई भी वैध संस्था फोन पर कभी भी व्यक्तिगत बैंकिंग जानकारी नहीं माँगी। आधिकारिक संगठन सामान्यतः पंजीकृत लैंडलाइन नंबरों से संपर्क करते हैं, न कि मोबाइल नंबरों या इंटरनेट कॉलिंग ऐप्स से। उपभोक्ता सुरक्षा को बढ़ाने के लिए, CRA ने Caller Name Presentation (CNAP) प्रणाली शुरू की है। यह सिस्टम कॉल करने वाले संस्थान का पंजीकृत नाम दिखाता है, जिससे निवासियों को असली कॉलर्स और स्कैम कॉल्स के बीच अंतर करना आसान हो जाता है।

❌ कर्मचारियों को क्या कभी नहीं करना चाहिए

- अपनी बैंक जानकारी, क्रेडिट कार्ड नंबर, पासवर्ड या **OTP कोड** किसी को भी फोन पर न दें।
- अजनबी नंबरों से मिलने वाले **इनाम के दावे** या “तुरंत कार्रवाई” वाले वित्तीय अनुरोधों का **जवाब न दें**।
- संदिग्ध अंतरराष्ट्रीय या अनजान नंबरों से आए **मिस्ड कॉल वापस न करें**।
- मोबाइल नंबर का उपयोग करने वाले और खुद को बैंक या टेलीकॉम कंपनी बताने वाले कॉलर्स पर **विश्वास न करें**।



✓ आपको क्या करना चाहिए

- यदि कॉलर दबाव डालता है या निजी जानकारी माँगता है, तो **तुरंत कॉल काट दें**।
- आधिकारिक वेबसाइट पर उपलब्ध नंबर का उपयोग करके अपने **बैंक या सेवा प्रदाता को स्वयं कॉल कर सत्यापित करें**।
- यदि आपको लगता है कि आपने कोई जानकारी साझा कर दी है या आप स्कैम का शिकार हुए हैं, तो **तुरंत अपने बैंक से संपर्क करें** और **Ministry of Interior Cybercrime Unit** को रिपोर्ट करें।

यह सूचना सभी कर्मचारियों की सुरक्षा और वित्तीय संरक्षण सुनिश्चित करने के लिए जारी की गई है। स्कैमर्स अक्सर जल्दबाजी और भ्रम का फायदा उठाते हैं—इसलिए सतर्क, सावधान और सूचित रहें। यदि आपको किसी संदिग्ध कॉल की पुष्टि करने में सहायता चाहिए, तो हमारी HR या IT टीम आपको सही कदम उठाने में मार्गदर्शन दे सकती है।

Basic Infection Control 2026

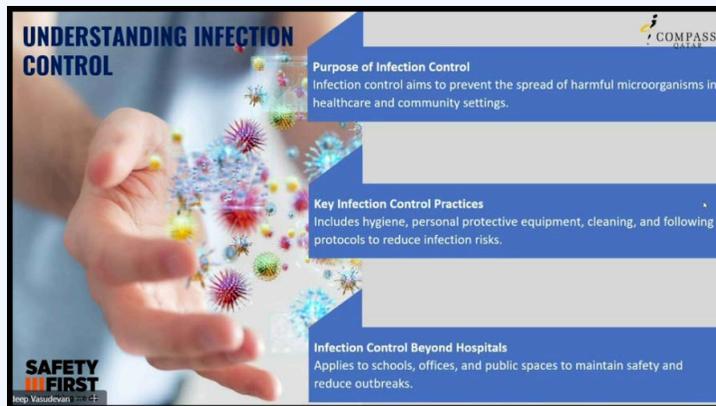


To kick off the new year with a strong focus on health and safety, Sandeep Vasudevan, Country HSEQ Manager, delivered an impactful awareness session on Basic Infection Control for Compass Qatar teams.

The session emphasized the critical role every employee play in preventing the spread of infections in our workplaces and client environments.

Key highlights included:

- Essential hygiene practices proper handwashing, safe coughing/sneezing etiquette, and maintaining personal cleanliness.
- Safe food handling reminders to prevent contamination and protect our clients.
- High touch surface awareness, with clear guidance on routine disinfection and responsible housekeeping.
- Early reporting of symptoms and steps to prevent workplace transmission.
- Practical dos and don'ts demonstrated through real examples from daily operations.



The awareness session was conducted to highlight key safety topics and reinforce our commitment to Zero Harm, safe operations, and a healthier work environment.

Compass Qatar continues to strengthen internal awareness, ensuring our teams remain informed, protected, and consistently aligned with the highest standards of safety and hygiene throughout the year.

Strengthening Sustainability Through E-Waste Recycling

Compass Qatar has received a certificate from Seashore Recycling and Sustainability W.L.L. in recognition of our successful E-waste recycling campaign carried out in October 2025.

We conducted our first official E-waste recycling activity in collaboration with Seashore Recycling and Sustainability W.L.L. A variety of electronic items, including printers, laptops, monitors and other non-functional equipment, were safely collected and processed to ensure ethical, secure and environmentally responsible disposal.



This activity was led collaboratively by our Procurement Team, IT Department and HSE Team, whose coordination ensured the successful execution of the initiative.

Moving forward, we will continue strengthening our environmental programs and encouraging responsible practices across all departments to support a cleaner, more eco-conscious workplace.

Expanding Diversity in Our Transportation Team

We are pleased to highlight the continued progress in strengthening diversity within our transport operational workforce. Following the milestone set in 2024 with the hiring of our first female driver, Ms. Hajjarah, we are proud to share that Ms. Haymnot has recently joined us as our second female driver.

Ms. Haymnot will be joining our company's medical team, where she will play a key role in supporting both operational and welfare activities through safe, reliable, and professional transport services. The medical vehicle assigned to her will be dedicated exclusively to medical-related cases, ensuring employees are transported safely and promptly to the hospital whenever required.

This dedicated service reinforces our commitment to employee welfare by guaranteeing that a specialized unit is always available for urgent medical needs. Her contribution will further strengthen our commitment to maintaining high standards of safety, care and service delivery across all medical operations.



The addition of both Ms. Hajjarah and Ms. Haymnot represents an important milestone in our ongoing efforts to promote equal opportunities and further strengthen diversity across all levels of the company.

We remain committed to creating an inclusive environment where all genders can contribute and thrive.

Building Strategic Workforce Partnerships with Ethiopia

On January 13th, 2026, we had the privilege of visiting The Ethiopian Embassy in Qatar, where we were warmly welcomed by H.E. Mr. Feysal Aliya, the Ambassador of the Federal Democratic Republic of Ethiopia.

During the meeting, we engaged in a productive discussion led by our Country HR Manager, Mr. Adham Al Halabi, focusing on strengthening future cooperation and enhancing structured ethical recruitment channels.

The conversation centered on exploring potential talent sourcing both locally within Qatar and internationally from Ethiopia, with an emphasis on ensuring recruitment practices that are transparent, ethical and mutually beneficial.



Looking ahead to talent exploration in Ethiopia, the meeting wrapped up with clear alignment on expanding Ethiopian nationality representation as part of our broader commitment to diversity, inclusion and multicultural growth.

Quarterly HR Meeting Strengthens Collaboration



During our quarterly meeting with the HR Representatives from various Compass Qatar projects, we reviewed key achievements from the last fiscal year and acknowledged the progress made across our teams.

The meeting provided a platform to discuss current issues, address team-related matters and ensure continued alignment in maintaining strong and supportive employee relations. Held at our Head Office, the session also highlighted our goals for 2026, with an emphasis on improving operations, strengthening processes and implementing initiatives that enhance employee engagement and overall satisfaction.

These frequent engagements between project-based HR representatives and management continue to prove highly effective as they create a direct line of communication, promote transparency and deepen our understanding of the challenges and needs across different locations.

From boosting engagement to improving workplace effectiveness, we remain committed to advancing our operations together.

Continuous Team Development with Arabic Speaking Course

As we continue to build on our team members developmental plans, the introduction of the Arabic Speaking Language Course has made a significant impact across our projects. Communication between team members, clients, and guests has become more efficient, contributing to smoother operations and improved service delivery.

We are proud to share that at Hamad Medical Corporation, the 4th batch of 11 employees recently achieved their certification in Spoken Arabic, bringing the total number of certified team members to 119 in both Hamad Medical Corporation and Sidra Medicine and Research Centre .



Empowering teams creates stronger engagement, improved communication, and better outcomes and we are delighted to see the positive results and the effective application of these new language tools in daily tasks.

Congratulations to all the certified team members!

Empowering Supervisors

Leadership Development Session

Building on the success of our first leadership workshop, our second session was held on 11th January 2026 which was focused on empowering supervisors at Aspire Zone Foundation. Led by Ms. Maureen Kariuki, Welfare Officer, the session introduced practical tools and strategies aimed at strengthening leadership skills.

The session focused on strengthening effective, ethical, and people-centered leadership.



Key topics discussed included:

- **Ethical and Polite Communication** - reinforcing respectful, transparent, and professional interactions.
- **Understanding Communication Styles** - recognizing how different individuals give and receive information.
- **Emotional Intelligence** - enhancing empathy, self-awareness, and how to effectively manage emotions of team members.
- **Leadership Influence** - understanding how a leader's conduct directly shapes team morale and performance.
- **Managing Different Personalities** - applying strategies to handle diverse working styles and behaviors effectively.

The Supervisors gained practical tools they can apply in their daily routines to enhance communication, strengthen relationships, and effectively support their teams.

Mental Health Awareness Series Begins

On 28th January, we officially launched our Mental Health Awareness Series beginning with the first session held at the HMC Female Accommodation. The session was led by Ms. Maureen, Welfare Officer and Certified Mental Health Champion which focused on creating a safe and open space for employees to understand and reflect on their mental wellbeing.

During the discussion, we explored important topics related to emotional wellness, stress management and daily practices that support a healthier mind.

The session also highlighted how self-love plays a vital role in building resilience, confidence and inner balance.



A total of 35 Team Members attended and actively shared their insights, experiences and expectations on how mental health awareness can positively shape their lives moving forward.

This marks the beginning of a broader initiative. Upcoming sessions will be conducted across other projects as we continue to build a supportive community where mental wellbeing is understood, valued, and strengthened.



Women's Wellness

Inside the HMC Female Gym

Our gym facility at the HMC Female Accommodation has been equipped with modern fitness machines to support a healthy and balanced lifestyle for our team members.

This facility encourages team members to engage in regular physical activity, helping them maintain mental, physical and psychological wellbeing. By promoting an active lifestyle, we aim to create a positive balance between work and personal health, which in turn boosts energy, morale, and productivity at work.



To further support this commitment, we will soon introduce internal fitness coaches dedicated to both male and female employees, ensuring everyone has guided access to safe, effective, and motivating fitness routines when needed.



First Phase

90-Days Weight Loss Challenge

We successfully concluded our 90-Days Weight Loss Challenge, which kicked off in October 2025 and officially wrapped up in January 2026.

The challenge brought together 26 dedicated participants, each committed to improving their health, fitness, and overall, well-being.

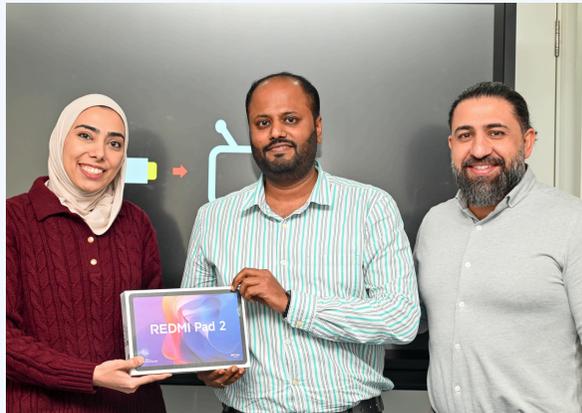
After three months of consistency and hard work, we are proud to announce the three winners, whose results clearly stood out.

Congratulations to the winners and to every participant for your effort and commitment.

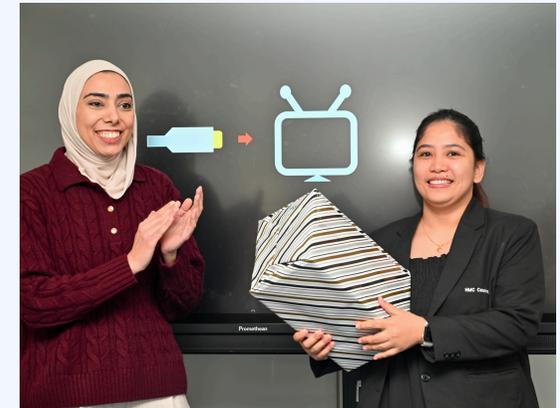
Your contribution made this challenge a success and we look forward to the next series of the weight loss.



Winner 1 – Stefanos Tsopanos



Winner 2 – Sibu Babu



Winner 3 – Gerry Mae

Blood Donation Drive in Collaboration with Hamad Medical Corporation

On 9th January, we hosted a Blood Donation Drive in collaboration with Hamad Medical Corporation (HMC), bringing our employees together for a meaningful act of service to the community.

71 team members volunteered for this important cause highlighting their generosity and willingness to support those in need demonstrating the true spirit of compassion and solidarity within our workforce.

A special appreciation goes to our dedicated nurses, whose efficiency, coordination, and professionalism ensured the smooth running of the entire event. Their efforts played an essential role in making the drive safe, organized, and impactful.

Thank you to everyone who contributed. Your donation makes a difference as every drop counts.



Employee Monthly Appreciation

We are proud to celebrate January recipients of our employee recognition programs, including the “Be A Star” awards and other appreciation initiatives. Your dedication, teamwork, and outstanding performance continue to drive excellence and foster a culture of success across the organization. Congratulations on your well-deserved recognition! We wish you continued growth and achievement



Hamad Medical Corporation



Sidra Medicine and Research Centre



CPU Waseef



Aspire & Alsadd project



Birthday Celebration

Birthday Celebrations of our January born colleagues.



Hamad Medical Corporation



Sidra Medicine and Research Centre



CPU Waseef

LBAIH APP

DIGITAL ACCESS TO YOUR HMC HEALTH SERVICES

As part of our commitment to employee wellness, we encourage all team members to familiarize themselves with the Lbaih App by Hamad Medical Corporation (HMC). The app is designed to simplify healthcare access and help users manage their medical information more efficiently.

What is the Lbaih App?

Lbaih is HMC's official healthcare application that allows patients to view appointments, access medical records, request medication refills, and use AI-powered tools for quick health assessments.

Key Features at a Glance

- View, reschedule, or cancel medical appointments
- Access your medical records, including lab results, radiology, medications, and health history
- Check your Hamad Health Card details
- Use the AI self-assessment tool for symptoms and basic guidance
- Order medication refills and receive reminders

How to Register:

- Download the Lbaih App from App Store or Google PlayLog in using your Qatar National Authentication System (NAS) details
- Enable face ID or fingerprint for quicker access

Using Lbaih helps you stay updated on your medical appointments, easily access your health information, manage medication needs, and reduce unnecessary visits or delays, making healthcare more convenient and accessible.





Stay tuned for our exciting updates and latest news

CONNECT WITH US.

 +974 4432 3153

 info@compassqatar.com.qa

 <https://compassqatar.com.qa/news/>

 <https://www.linkedin.com/company/compass-qatar/>

 P.O Box 22481, AL Mana Towers, 2nd Floor, C Ring Road, Suhaim Bin Hamad Street, Doha, Qatar.



We value your Feedback