

February & March 2026

COMPASS QATAR NEWSLETTER

Health and Safety is our number one priority.



18th Edition

United Through **Uncertain Times**



COUNTRY GENERAL MANAGER

Jean-Pierre Carat

March has been a challenging month for all of us. Against a backdrop of ongoing geopolitical uncertainty in the Middle East, I would like to take this opportunity to recognize and sincerely thank our teams for their remarkable resilience, professionalism, and unity.

Throughout this period, our absolute priority at Compass Qatar has been the safety, well-being, and morale of our people. We have taken all necessary measures to limit potential risks associated with the situation, while ensuring that our operations continued safely and responsibly. Our HSE team has been fully mobilized, conducting assessments across all locations and staff accommodations to identify areas for improvement and ensure the highest standards of safety and compliance.

In parallel, we understood the importance of protecting our teams from unnecessary anxiety. Welfare activities were therefore implemented to help reduce excessive exposure to social media, where misinformation and fake news can easily spread. This is also a reminder to everyone to refrain from sharing videos or unverified content related to the situation, in line with instructions from local authorities.

I would particularly like to commend our HR team, and especially the Accommodation team, for their outstanding commitment. Through the organization of various activities, they demonstrated great care, creativity, and dedication in keeping team spirit strong and morale high across our accommodations.

Despite all challenges, the strong sense of teamwork and solidarity we have witnessed, particularly within our staff accommodations, has been truly inspiring. It is during moments like these that the true strength of Compass Qatar becomes most visible.

On behalf of the management team, I would like to express my deepest appreciation to each and every one of you for your patience, discipline, and continued commitment. Together, we will navigate this period, and I am confident that better times lie ahead. Thank you for standing strong—Together.

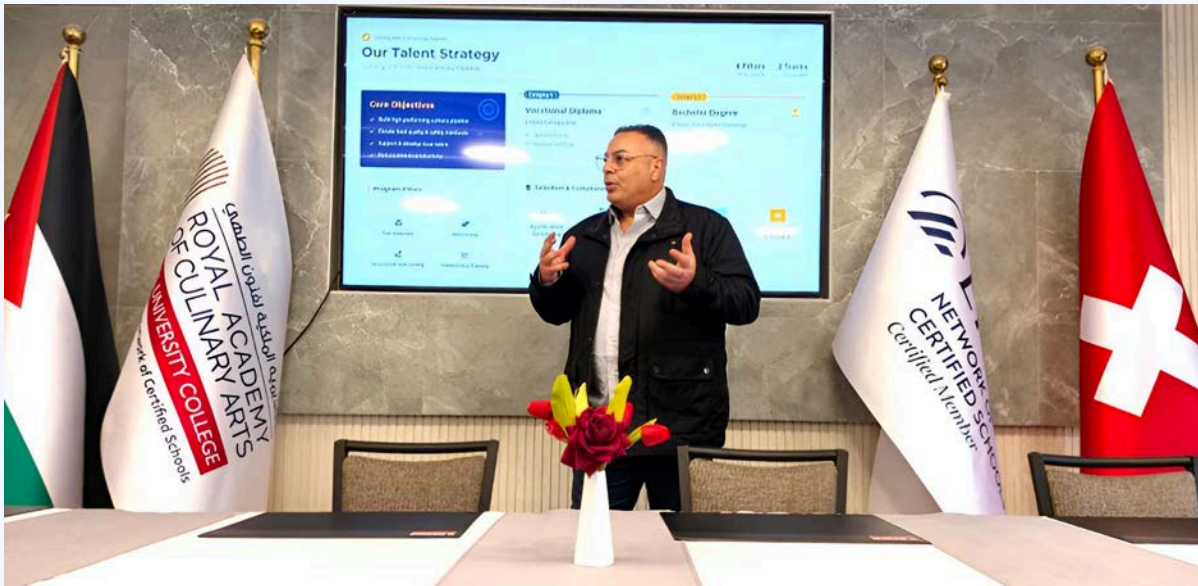


New Partnership with The Royal Academy of Culinary Arts – Jordan

We are delighted to announce the signing of a Memorandum of Understanding (MoU) with the Royal Academy of Culinary Arts, marking a significant step toward enhancing career development pathways for our students and graduates.

This strategic partnership aims to provide valuable internship placements and employment opportunities, ensuring our learners gain hands-on experience within a world-class culinary environment.

By fostering this collaboration, we continue to strengthen the vital link between academic education and the evolving needs of the labor market, enabling our students to confidently step into competitive roles both regionally and internationally.



Through this MoU, we reaffirm our commitment to unlocking the potential of many students, empowering them with the skills, exposure, and professional networks needed to thrive in the global hospitality and culinary landscape.

This partnership represents another milestone in our ongoing mission to expand opportunities, enhance learning experiences, and support the success of every student we serve.



Magrabi Joint Commission International Accreditation

The Compass team at Magrabi Eye Hospital were instrumental during the Joint Commission International Accreditation (JCIA).

This world-renowned accreditation, highly respected in the global healthcare field, is awarded only after a rigorous on-site evaluation. It recognizes organizations that consistently demonstrate the highest standards of safety, quality, and patient-centered care.

The dedication and discipline shown by the team ensured that all mandatory processes and procedures were met and maintained to JCIA's strict requirements.



A heartfelt congratulations to the entire team! Your hard work, professionalism, and unwavering commitment to excellence have made this achievement possible.

Your contribution not only reflects positively on Magrabi Eye Hospital but also reinforces our reputation as a provider of reliable, quality-driven support services.

Thank you for upholding standards that truly make a difference in patient care.



Joint Committee- Hamad Medical Corporation

Following the recent establishment of the Joint Committee at Hamad Medical Corporation, a formal and structured mechanism for employee representation has been in place.

The Committee meets on a monthly basis to review and address matters raised collectively by employees, ensuring consistency, transparency, and timely follow-up.

This initiative enables the Compass management to identify and address employee concerns at an early stage, while providing employees with the confidence of being represented by their peers.

The presence of colleague representatives supports open dialogue, strengthens trust, and facilitates constructive engagement across all levels of the organization.



Employees are encouraged to make full use of this channel by engaging with the elected Joint Committee members.

Active participation in this process is essential as we continue to strengthen communication, enhance the employee experience, and work collectively towards a stronger and more sustainable future for Compass Qatar.

Strengthening Our Commitment to Ethical Business Practices



As part of our continuous dedication to ethical conduct and compliance, Compass Qatar successfully held its Annual Anti-Bribery Management Training in February 2026. This important session was led by Mr. Sandeep Vasudevan (Country HSEQ Manager) as the Anti-Bribery Officer for Compass Qatar. The training underscores the organization's adherence to the ISO 37001 Anti-Bribery Management System (ABMS), a globally recognized standard focused on preventing, detecting, and responding to bribery risks.

In line with ISO 37001 requirements, all employees participate in this training annually to reinforce our collective awareness and accountability. This year's session put emphasis on several key areas, including:-

- understanding bribery and high-risk situations
- clarifying the roles and responsibilities of both leadership and employees
- conducting thorough bribery risk assessments and due diligence
- Implementing robust controls over gifts, hospitality, procurement, and financial transactions
- Highlighted the importance of confidential whistleblowing channels and non-retaliation reporting mechanisms.

Your Role in Upholding Integrity

Every individual in our organization plays a vital role in maintaining our commitment to ethical conduct. Anti-bribery compliance isn't just a policy document—it's a daily practice that depends on each person's actions and decisions.

Understand	Report	Support
Learn and apply anti-bribery policies in your daily work	Raise concerns about suspicious activities without fear	Foster a culture of transparency and accountability

Together, we build a bribery-free organization. Your vigilance, integrity, and commitment to doing the right thing—even when it's difficult—make the difference between a policy on paper and a living culture of ethics.

This training reaffirmed our belief that anti-bribery compliance is more than just a policy, it is a shared responsibility across the organization. By remaining vigilant, reporting concerns proactively, and upholding the highest standards of integrity, every team member plays a vital role in maintaining a transparent, ethical, and bribery-free workplace.

Please let me know if you need any further details or adjustments for the newsletter.



Professional Achievement & Continuous Learning

Congratulations to Mr. Bijo Babu on successfully attaining a Certificate in Human Rights Education from USIDHR.

This achievement reflects Mr. Bijo's commitment to continuous learning and to promoting values of dignity, fairness, and respect in the workplace. We are confident that the knowledge and insights gained through this certification will be meaningfully applied in employee engagement initiatives, strengthening awareness and inclusive practices across our organization.

We extend our warm congratulations and wish Mr. Bijo every success as he puts this learning into action for the benefit of our people and our Compass community.



Bijo Babu
Retention and Recruitment Supervisor



Compass Qatar Partners with Hifz Alnaema

To Support Our Community Through Food Donations

At Compass Qatar, we believe that every meal prepared has value, not just for our guests, but for the community.

On 26th February 2026, we proudly launched our Food Donation Program, a strategic initiative designed to reduce food waste, support vulnerable communities, and demonstrate responsible resource management.

The program currently redistributes safe, high-quality surplus buffet meals and is built to expand to include packed meals in the future. By partnering with “Hifz Alnaema”, a licensed charitable organization in Qatar, we ensure that every donated meal reaches those in need efficiently, safely, and with dignity, adhering to strict food safety and regulatory standards.



This initiative reflects Compass Qatar’s balanced commitment to Environmental, Social, and Governance (ESG) principles:

Environmental Stewardship: Reducing food waste and minimizing environmental impact.

Community Empowerment: Providing nutritious meals to individuals and families in need.

Operational Excellence: Ensuring all food is handled, stored, and distributed in compliance with the highest safety and quality standards.

With this program, Compass Qatar demonstrates that sustainability and social responsibility are integral to our operations.

By turning surplus into meaningful support, we are not only reducing waste but also creating positive, lasting impact in the communities we serve.

Together, we continue to lead with purpose, making every meal count.



Mastering Microsoft 365

Our February IT training series was a resounding success!

Throughout the month, the IT Team conducted six intensive split sessions to ensure every registered user across the company had the opportunity to participate in our latest module: "Productivity with Microsoft Office 365 Part 2". Elevating Our Digital Workspace.

This wasn't just a lecture; it was a high-energy refresher designed to bridge the gap between basic usage and professional-level proficiency.

Participants engaged in interactive, practical exercises, from mastering advanced Excel data visualization to streamlining collaborative workflows in Microsoft Teams.

By breaking the training into smaller groups, we ensured a personalized experience where every question was answered.



Proving the Progress

To measure the impact of the training, we concluded each session with a comprehensive evaluation exam and the data collected was impressive:

- **100% Coverage:** Our split-session format allowed us to train the entire registered user base without disrupting daily operations.
- **Proven Growth:** Examination scores indicate a significant leap in proficiency, particularly in utilizing advanced O365 tools to automate routine tasks.
- **Ready for Action:** Our team is now better equipped to leverage the full power of the Microsoft 365 ecosystem to drive efficiency.

"The engagement across all six sessions was incredible. It's clear that our team is eager to embrace smarter ways of working." — Hamed Eltayeb (D&Ts Manager)

Acts of Humanity – Going Above and Beyond

This month, we proudly recognize colleagues whose actions went above and beyond the call of duty, demonstrating exceptional humanity, courage, and care for others.

Their selfless conduct reflects the values we stand for and reminds us that true impact often comes from acts driven by compassion and responsibility.

In moments marked by urgency and unforeseen emergencies, where quick thinking, immediate response, and high-level support were critically needed, these individuals rose to the challenge without hesitation.



Despite the pressure of fast-moving situations, they acted decisively and responsibly, placing the well-being of others first.

We sincerely appreciate their dedication and encourage everyone to continue embracing acts of kindness and humanity in our everyday lives, because they truly make a difference.

Empowering Our Team

Through Meaningful Engagement

At the heart of our success is a team that continuously shows up for one another. Team building remains a core part of how we work and connect. Our team continually engages in meaningful activities that strengthens our communities, improve communication, and build a supportive environment where everyone feels valued.

Whether through daily interactions, shared challenges, or engaging initiatives, we make a conscious effort to stay aligned and uplift one another. By investing in our relationships, we create a team culture that is resilient, engaged, and always improving, while creating a balance between work and lifestyle.



Qatar Foundation Team



Hamad Medical Corporation



Aspire and Lusail



QAS Project

Employee Well-Being Amid Regional Challenges

The month of March has presented significant challenges across Qatar, amid the ongoing regional conflicts. During this period of heightened uncertainty, Compass has remained firmly committed to supporting our employees—not only operationally, but also emotionally and psychologically.

Recognizing the importance of employee well-being, we made it a priority to keep our teams engaged and supported through a range of structured activities and targeted initiatives. Particular emphasis was placed on employee mental health, ensuring our employees had access to information, engagement opportunities, and a supportive environment during this difficult time.

Through these efforts, we aimed to reinforce connection, build resilience, and remind our people that their well-being remains central to everything we do.

Compass remains dedicated to fostering a caring and inclusive workplace, especially during periods of challenge, and we will continue to strengthen initiatives that support the health, morale, and engagement of our teams.



Strong Man Competition Winners



Continuous Activities on Employees Engagement



Zumba Sessions at Female Accommodation



Carrom Board Competition at Male Accommodation



Table Tennis Competition at Male Accommodation

Our Passion in Our Health

Cancer Awareness Collaboration

Committed to spreading hope, health, and awareness, we were honored to collaborate for the second consecutive year with the Qatar Cancer Society through our program “Our Passion in Health.”

This meaningful initiative reflects our ongoing commitment to prevention, healthy lifestyles, and the wellbeing of our community.

This year’s event brought together 51 of our team members, who actively participated in a series of engaging activities designed to educate, empower, and inspire healthier living.



The program featured:

- **Cancer Awareness Session** – providing valuable information on early detection and preventive care.
- **Healthy Cooking Show** – showcasing nutritious meal options and practical tips for balanced eating.
- **Interactive Quiz** – encouraging learning through fun and friendly competition.
- **Give-aways** – offering participants thoughtful items that supported the theme of health and wellness.

Together, we continue to build a culture of awareness and collective responsibility—championing better health, one initiative at a time.

Recognition from HIA Client for Tub Circulation Team

We are proud to extend our heartfelt congratulations to the Tub Circulation Team for receiving exceptional positive feedback from Mr. Suchon Chavalittumrong, Vice President – HIA BHS.

The client expressed sincere appreciation for the team's high-quality work, timely delivery, and professional execution during Safety Week 2025, held at Hamad International Airport.

The event was centered on enhancing workplace safety awareness among staff and contractors, promoting a culture of responsibility, vigilance, and continuous improvement.



This recognition highlights the team's commitment to operational excellence and reinforces our dedication to maintaining the highest standards of safety across all functions.

We applaud the Tub Circulation Team for their hard work, focus, and outstanding representation of our organization.

Well done to the entire team for this well-deserved achievement!

Monthly Employee Recognition Program

We are proud to celebrate the February and March recipients of our employee recognition programs which includes the Star of the month, Long service Awards and Birthdays.

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



Base Office



Sidra Medicine and Research Centre



Hamad Medical Corporation



Tub Circulation and Beumer

Celebrating Joyful Personal Milestones at Compass

We are delighted to share special personal milestones within our Compass family.

Chef Majdi, Executive Chef at Lycée Bonaparte, has been blessed with the arrival of his baby boy. Baby Majd was born on 5th January 2026 at Mediterranean Clinic, weighing 3.6 kg.

We warmly congratulate Chef Majdi and his family and wish baby Majd a lifetime of health and happiness.



We also extend our heartfelt congratulations to Brener Breda Farias, Head of Airport Operations, and his Wife. Their journey began in 2025 in Brazil, and they celebrated their marriage on 29th January 2026.

We are pleased to share that Mrs. Farias has now arrived in Qatar and we warmly welcome her to the Compass family as they begin this new chapter together.

On behalf of everyone at Compass, we wish both families continued joy, love, and success.



Shukran Cup at Qatar Foundation

We are delighted to announce that our project team participated in the 2026 Shukran Cup and proudly secured a win this year.

The eighth edition of the Shukran Cup was held as part of the National Sport Day 2026 celebrations at Education City, bringing together a vibrant community of 359 male and female participants across multiple sports including volleyball, basketball, football, and cricket.

Organized annually by the Qatar Foundation Workers Welfare Department, in collaboration with the QF Community Engagement and Activation team, the Shukran Cup continues to champion the values of team spirit, wellbeing, inclusion, and belonging, strengthening the bond across QF's diverse workforce.



This year's achievement demonstrates our team's dedication, sportsmanship, and unity, and stands as a proud moment for our entire project community. Congratulations to our winning team for representing us with excellence at the 2026 Shukran Cup!

Celebrating Qatar National Sports Day

Inter-Projects Football Matches

Every second week of February, Qatar marks National Sports Day, a nationwide initiative dedicated to promoting health, fitness, and an active lifestyle. In recognition of this important occasion, February marked a series of engaging sports activities across our projects, kicking off with an inter-project football tournament.

Teams from various projects joined the competition, fostering teamwork and a strong sporting spirit.

The tournament kicked off on 31st January with the following opening matches:

- CPU City vs Aspire Zone Foundation- Score: CPU City 3 – 0 Aspire
- HMC vs CPU Waseef- Score: HMC 0 – 3 CPU Waseef

The matches will continue over the coming weeks until we reach the grand finals.



The tournament brings together teams from across our projects, including:

- Waseef
- CPU City
- QAS
- Aspire Zone Foundation
- HMC Projects

This initiative is not only about competition, it's about teamwork, sportsmanship, and building a healthier, more active workforce.

Compass Your Say Survey 2026

We Want to Hear From You

On 6 May, our global Your Say Survey 2026 will officially open. This annual survey is an important opportunity for every colleague to share how they feel about working at Compass and to help shape what we can do to make our workplace even better. Your voice matters – the more people who take part, the clearer our understanding will be of what's working well and where we can improve.

What is the Your Say Survey?

Your Say is a global survey, run for us by Ipsos, an independent research company. The survey focuses on your experience of working at Compass. The results will be used to create clear and meaningful action plans in areas where we can improve. The survey is online so that we can reach as many colleagues as possible, across offices, sites, and units. It will be available in most languages, making it easier for everyone to take part.

How to Take Part

Colleagues with a Compass email address will receive an email from Ipsos containing a link to the Survey.

Colleagues without an email address can use a QR code on posters displayed in units, which can be scanned using a smartphone.

The survey is confidential and anonymous. Ipsos collects all responses and reports results only in groups to protect confidentiality. It takes around 5–10 minutes to complete, and you can choose when and where to take it.

The survey will be open for six weeks, from 6 May to 17 June. Once it closes, results will be shared, giving us a clear picture of where we stand today. From October, we will focus on action planning, prioritizing the areas that will make the biggest difference for our people and align with our commitments.

Your Voice Shapes Our Future

We strongly encourage everyone to take part. Your feedback really matters, and having Your Say helps shape what we do next.


Have Your Say – it truly makes a difference.





Stay tuned for our exciting updates and latest news

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We value your Feedback