

September 2026

COMPASS QATAR NEWSLETTER

Health and Safety is our number one priority.



22nd Edition

Growing Stronger Together

Advancing Talent, Partnerships, and Employee Wellbeing



COUNTRY HR MANAGER

Adham Alhalabi

September was a month defined by resilience, strategic workforce planning, and strengthening international partnerships. As business demand continues to grow back, our HR team successfully completed three major overseas recruitment missions across Kenya, Nepal, and India, ensuring a sustainable talent pipeline while upholding Compass values of ethical recruitment and employee welfare.

A key priority throughout the month remained the retention and reintegration of experienced employees who were either retained locally or unable to return following the earlier regional conflicts in the Gulf. Through close collaboration with our operational teams and recruitment partners, we focused on bringing back valued talent, preserving institutional knowledge, supporting employee stability, and reinforcing our commitment to the people who have contributed to our success over the years.

We also continued to strengthen our relationships with government authorities and stakeholders in key recruitment destinations. One of the most notable achievements was our collective effort to support the victims of the devastating landslides in Nepal. Through the generosity of our employees and management, we successfully raised USD 20,000, which was officially presented to the Minister of Finance of Nepal. This initiative reflects Compass Qatar's commitment to social responsibility and our deep connection with the communities from which many of our colleagues originate.

Locally, we maintained a strong focus on employee engagement, welfare, and continuing to invest in workplace wellbeing, recognition programs, and employee support initiatives that contribute to a positive and inclusive work environment. As we look ahead, we remain committed to attracting top talent, supporting our people, strengthening strategic partnerships, and creating meaningful impact both within our workforce and throughout the communities we serve. Together, we continue to build a stronger Compass family.



Teenspiration Bites

Transforming the Student Dining Experience at Qatar Foundation

One of the most exciting concepts introduced as part of the Qatar Foundation project is Teenspiration Bites, a food destination created specifically for middle and high school students.

Serving students from Grades 6 to 12, the concept is being introduced across locations such as Education City High School and Wakra Academy and forms part of a wider operation supporting more than 9,000 students and staff across 11 Qatar Foundation schools.



Built around the values of creativity, inclusivity, and self-expression, Teenspiration Bites is designed to be fun, energetic, and relevant to today's generation. The concept combines bold branding, engaging spaces, and contemporary food choices to create an environment that students genuinely enjoy spending time in.

More than just a place to eat, Teenspiration Bites encourages healthy habits and positive social interaction while giving students a sense of ownership and belonging within their school community.

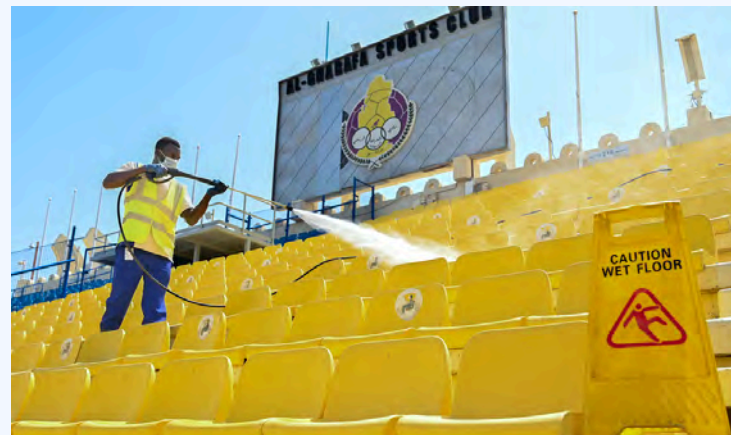
By combining great food, vibrant design, and a strong focus on student wellbeing, Teenspiration Bites brings a fresh and modern approach to school dining and reflects our commitment to creating memorable experiences for every age group across the Qatar Foundation community.

Aspire Remobilization

Restoring Full Capacity Through Agility and Partnership

In response to the temporary project de-scoping resulting from the regional situation, Compass Qatar acted swiftly at the request of Aspire Foundation to reinstate manpower resources and restore operational capacity within an exceptionally short timeframe. To ensure uninterrupted service delivery, Compass Qatar immediately mobilized local manpower with the support of existing operations, supported by the necessary equipment, transportation, accommodation, and operational resources.

Through close coordination and effective planning, operations were stabilized quickly, enabling the seamless fulfillment of client requirements while maintaining the high standards of service quality and performance expected across the project.



Simultaneously, the recruitment and mobilization of permanent international employees progressed successfully, further strengthening workforce capacity and supporting the long-term operational needs of the project.

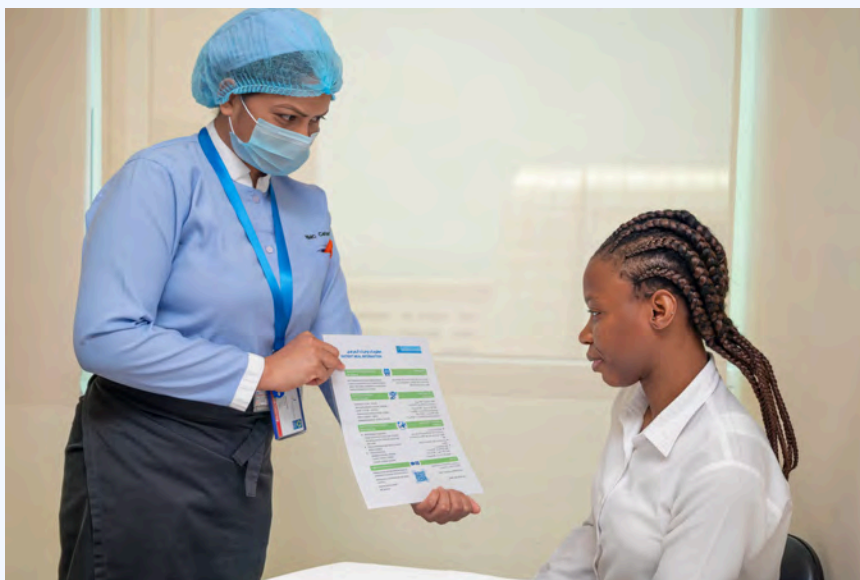
This achievement reflects Compass Qatar's agility, operational readiness, and unwavering commitment to business continuity, client satisfaction, and service excellence, even in the face of evolving challenges.

We extend our sincere appreciation to Aspire Foundation for its trust, collaboration, and continued partnership, which played an integral role in the success of this remobilization effort.

Enhancing Patient Experience Through the New Catering Information Card

As part of our ongoing commitment to patient-centered care and service excellence, we have introduced a comprehensive Patient Information Card designed to improve communication and enhance the overall dining experience for our patients.

The Patient Information Card serves as a convenient guide, providing essential catering-related information at the patient's bedside. It includes details on meal service timings, nourishment distribution schedules, and information about the meal ordering process, helping patients better understand the services available to them during their stay.



A key feature of the card is the inclusion of a QR code that allows patients to easily access our catering feedback survey. This digital platform enables patients to share their dining experience, provide suggestions, and highlight areas for improvement in real time. The feedback collected plays a vital role in helping us continuously enhance the quality of our food services and patient satisfaction.

Through innovative solutions and a focus on patient needs, Compass continue to elevate the dining experience and support our mission of providing exceptional care at every stage of the patient journey.

Digital Wallet at Qatar Foundation and Lycée Bonaparte

Compass Qatar is proud to partner with **Qatar Foundation and Lycée Bonaparte** in the introduction of a modern digital wallet and cashless payment solution designed to enhance the dining experience across schools, universities, and campus facilities. The initiative reflects Compass Qatar commitment to innovation, digital transformation, and creating a seamless experience for its community.

One Wallet. One Experience.

Students, Staff and Visitors can make purchases quickly and securely using either dining card, mobile app, QR code, or contactless bracelet. The platform enables a single wallet experience that can be used across multiple participating campuses, schools and dining locations, creating greater convenience and flexibility for users.

Benefits:

- ✓ Faster service and reduced queues during peak mealtimes.
- ✓ Secure cashless transactions with multiple payment options.
- ✓ Easy management of meal plans, allowances, and subsidies.
- ✓ Real-time reporting and improved financial transparency.
- ✓ Online wallet funding and spending visibility for parents.
- ✓ Reduced cash handling and manual reconciliation activities.
- ✓ Support for pre-ordering, helping users save valuable time.



Hamed Eltayeb
Digital & Tech. Solutions Manager



Jahangir Alam
IT Supports Specialist

A Collaborative Success

The implementation represents a significant milestone in the digital enablement journey of Compass Qatar, QF, and the Lycée Bonaparte.

This achievement was made possible through the dedication and expertise of our IT team, particularly Mr. Hamed and Mr. Jahangir, whose efforts were instrumental in the successful deployment and integration of the application.

This initiative reflects our ongoing focus on leveraging technology to enhance efficiency, improve user experience, and support operational excellence across our projects.

Moving forward, Mr. Jahangir will serve as the primary point of contact for operational support, ensuring timely assistance and continuous system effectiveness across the operation.



Compass Qatar Expands into Event Catering

The food tasting session marked more than the introduction of a new menu. It represented the beginning of Compass Qatar's first catering partnership with Qatar Foundation, a significant milestone founded on trust, collaboration, and a shared commitment to excellence.

The session brought together our culinary team and key stakeholders to sample the menu, exchange ideas, and provide valuable feedback. Every discussion, suggestion, and tasting experience offered insights that will help us continue to enhance our services and deliver a dining experience that reflects the expectations and values of the Qatar Foundation community.



At Compass Qatar, we believe that great catering is about more than serving quality food. It is about listening to our customers, understanding their needs, and continuously improving through partnership and collaboration.

This engagement provided an important opportunity to strengthen relationships, align expectations, and ensure that our food offerings meet the diverse needs of the Qatar Foundation community from day one.

"A great partnership begins around the table, where ideas are shared, standards are shaped, and every taste brings us closer to excellence."

Compass and Qatar Foundation Creating exceptional food experiences through partnership, innovation, and continuous improvement.

Compass Qatar Achieves Outstanding MOPH Inspection Success

Compass Qatar is proud to celebrate an exceptional achievement in food safety and regulatory compliance, with all Ministry of Public Health (MOPH) inspections conducted during 2025 and 2026 achieving either Excellent or Very Good ratings.

Across our healthcare, education, and support service operations, a total of 11 MOPH inspections were completed, demonstrating our unwavering commitment to protecting the health and wellbeing of our customers, clients, and communities.

The highlight of this achievement came in 2026, when every inspection conducted across Compass Qatar locations achieved the highest possible "Excellent" rating, reflecting the dedication of our teams and the strength of our food safety culture.

MOPH PERFORMANCE DASHBOARD

Inspection Rating Distribution

Excellent (72.7%)



Very Good (27.3%)



Key Achievements.

- 11 MOPH Inspections Completed
- 100% Positive Ratings Achieved
- 8 Excellent Ratings
- 72.7% of Inspections Rated Excellent
- Perfect 2026 Record: 6/6 Excellent Ratings
- Zero Ratings Below Very Good

These outstanding results are a testament to the passion, professionalism, and commitment demonstrated by our operational teams every day. Through strong food safety practices, continuous training, rigorous monitoring, and a culture of excellence, Compass Qatar continues to set the benchmark for safe and compliant food service operations across the country.

Compass Qatar Recognized as a Finalist at the BICSc Awards 2026

Compass Qatar has been named a finalist in the Accredited Training Member (ATM) of the Year category at the prestigious BICSc Awards 2026, held at Whittlebury Hall & Spa, Northamptonshire, UK.

Selected among leading international organizations, Compass Qatar was proudly shortlisted as the only operation from the Middle East in this category.

This recognition reflects our continued commitment to employee development, industry best practices, operational excellence, and service quality across our catering, facilities management, and support services operations.



As a BICSc Corporate Member, we remain dedicated to developing skilled teams and maintaining internationally recognized standards.

We extend our sincere appreciation to all employees whose dedication and teamwork made this achievement possible. Their efforts continue to strengthen Compass Qatar's reputation as a trusted and innovative service provider.



Compass Qatar Extends Support to Nepal Flood Victims

Demonstrating our commitment to social responsibility and support for the communities from which many of our colleagues originate, Compass Qatar contributed USD 20,000 towards relief efforts for those affected by the recent devastating floods and landslides in Nepal.

A Compass Qatar delegation comprising Adham Al Halabi, Country Human Resources Manager, Bijo Babu, Recruitment Supervisor, and Padamraj Paudel, Vision and Value Chief, presented the donation cheque to Nepal's Finance Minister Dr. Swarnim Wagle during a visit to Kathmandu.



The contribution was made possible through the generosity of Compass Qatar employees and management, reflecting our collective compassion and solidarity with the people of Nepal during a challenging time. This meaningful initiative highlights our commitment to making a positive impact beyond the workplace and strengthening the bonds with the communities that form an important part of our Compass family.

We extend our sincere appreciation to everyone who contributed to this cause. Together, we continue to demonstrate the values of care, responsibility, and community that define Compass Qatar.



Prioritizing Mental Health and Wellbeing

In recognition of World Mental Health Day, a mental health awareness session was conducted for employees at Qatar Aviation Services (QAS) by Duncan Kahora, HSE Officer.

The session highlighted the importance of mental wellbeing and encouraged employees to prioritize their mental health both in the workplace and in their personal lives. World Mental Health Day is observed annually on 10 October to raise awareness and promote action in support of mental health.

A total of 32 team members attended the session, engaging in discussions on recognizing stress, maintaining emotional wellbeing, and building healthy habits that support mental wellness which includes:

- Taking regular breaks and allowing time to recharge.
- Staying connected with family, friends, and colleagues.
- Speaking up and seeking support when feeling overwhelmed.
- Maintaining a healthy balance between work and personal life.
- Getting adequate rest, exercise, and proper nutrition.
- Practicing gratitude and focusing on positive daily habits.



Remember, seeking support is a sign of strength, not weakness.

Together, let's continue fostering a workplace culture where wellbeing, understanding, and support are valued every day.



Strengthening Procurement Excellence Through Refresher Training

To reinforce operational efficiency and compliance, a refresher training session was conducted for storekeeping and procurement teams, focusing on key procurement and inventory management processes. The session covered essential topics including receiving procedures, invoice and GRN posting, purchase requests, CAPEX and asset requirements, open PR and LPO follow-up, contractual purchase orders, monthly back charges, and SAP Ariba processes.



The training aimed to enhance accuracy, ensure timely documentation, strengthen compliance standards, and promote effective inventory management practices. By refreshing knowledge on critical procedures, participants were better equipped to support seamless procurement operations and contribute to improved accountability across the business.

Awarding CPR, First Aid and Fire Warden Training

We are proud to recognize four team members from our Sidra Project who successfully completed and were awarded certifications in CPR, First Aid, and Fire Warden Training.

This important training equips employees with the knowledge and confidence to act as the first line of support during emergencies within our accommodation facilities and workplaces. By developing essential life-saving and emergency response skills, participants are better prepared to respond effectively to medical incidents, fire emergencies, and other unexpected situations while ensuring the safety and wellbeing of those around them.



Employee Name	Position
MONICAH WAIRIMU KIMANI	PATIENT TRANSPORTER
STAICY NAOMY KAGAI	PATIENT TRANSPORTER
JACINTA WANGUI NJERI	GENERAL PORTER
TOBIAS MUIA MWANGANGI	SITE HR ADMIN ASSISTANT

Beyond the certifications earned, this achievement reflects our ongoing commitment to creating a safer working and living environment for all employees.

We congratulate our award recipients for their dedication and willingness to take on this important responsibility, helping to strengthen our culture of safety, preparedness, and care.

HR Team Drives Successful QF Manpower Project Mobilization

The successful mobilization of our new project was made possible through the dedication, teamwork and commitment of the Human Resources team. Working diligently behind the scenes, team members coordinated recruitment activities, processed employee documentation, facilitated onboarding and ensured all mobilization requirements were completed within the required timelines.



Their collective efforts helped ensure a smooth transition for employees joining the project, while maintaining compliance with all operational and administrative requirements. Through careful planning, effective communication and close collaboration with various departments, the team played a key role in supporting the successful launch of the project.

We extend our sincere appreciation to HR team members involved in the mobilization process. Their professionalism, hard work and commitment to excellence contributed significantly to the project's success and demonstrated the strength of teamwork in achieving organizational goals.

Achievements Beyond the Workplace

Congratulations to Mohamed Selim, Location Manager at Hamad Medical Corporation Project, on successfully earning the Certified Professional in Healthcare Quality (CPHQ) certification, a globally recognized credential in healthcare quality, patient safety, performance improvement, and data-driven decision-making.

This achievement reflects Mohamed's commitment to continuous professional development and excellence in healthcare support services. The knowledge gained through the certification will further strengthen service quality, performance monitoring, and patient-centered approaches within our healthcare operations.



We commend Mohamed for this self accomplishment and wish him continued success as he contributes to enhancing Compass Qatar's quality and service standards.

We also encourage all team members to actively participate in recommended training programs and invest in continuous self-development and learning.

By building their knowledge and skills, employees can better prepare themselves for future career growth opportunities and make even greater contributions to the success of the organization.

Meet Our New Joiners



Yasmine Fellah
Marketing Executive

We are pleased to welcome Yasmine Fellah to the Compass family as our new Marketing Executive.

Yasmine brings a strong international background in marketing, communications, and business operations, with experience gained from leading organizations across Qatar and France.

Prior to joining Compass, she worked with Technip Energies in Doha, supporting internal communications, reporting and strategic engagement initiatives.

With her creativity, expertise and passion for continuous learning, Yasmine is a valuable addition to our team.

Please join us in extending a warm welcome as she begins her journey with Compass Qatar.



QAS Recognizes Compass Team for Operational Excellence

Eleven members of the Cabin Team members were recently recognized by the Cabin Management Team through official appreciation and financial awards in recognition of their exceptional performance, dedication, and commitment during a peak period of airport operations.

Despite the demanding operational environment, the team consistently demonstrated professionalism, teamwork, and a strong customer-focused approach, delivering service standards that exceeded client expectations. Their outstanding efforts played a significant role in ensuring smooth operations and maintaining service excellence during a critical period.



This recognition reflects our commitment to celebrating employees who go above and beyond in their roles and acknowledges the valuable contribution they make to the success of our operations. Congratulations to all award recipients for this well-deserved achievement.



Celebrating Our September Birthday Stars

To all our colleagues who celebrated their birthdays in September, we wish you a year ahead filled with good health, happiness, peace of mind, and meaningful moments with those who matter most.

Thank you for being part of the Compass family and for the dedication, kindness, and positive spirit you bring to our workplace every day. Here's to a wonderful year ahead filled with wellbeing, growth, and success.



CPU Waseef



Sidra Medicine and Research



Hamad Medical Corporation

Honoring Dedication and Long Service Award

We continue to recognize and celebrate colleagues who have reached significant service milestones of 5, 10, and 20 years with Compass Qatar.

These milestones reflect years of dedication, hard work, loyalty, and commitment to excellence. Their contributions have played an important role in our success, and we are grateful for the experience, professionalism, and positive impact they bring to our organization every day.

We sincerely thank them for their continued service and congratulate them on this remarkable achievement. We look forward to many more years of success together.



CPU Waseef



Hamad Medical Cooperation



Sidra Medicine and Research Centre



Stars of the Month

We proudly recognize our September award recipients for their outstanding performance, dedication, and commitment to excellence.

Congratulations to all our stars and thank you for your hard work, positive attitude, and valuable contributions to our continued success.

Keep shining and inspiring others through your dedication and excellence.



Sidra Medicine and Research Centre



CPU Waseef



Hamad Medical Cooperation

Employee Engagement & Team Building

During September, Compass Qatar continued to promote employee well-being and strengthen team connections through a variety of engagement activities across its operations.

From dinner gatherings to team-building activities, employees were provided with opportunities to connect beyond the workplace, strengthen relationships, and enjoy meaningful moments together.

These activities not only encouraged teamwork and collaboration but also contributed to a positive and supportive work environment where employees could relax, connect, and build stronger bonds with their colleagues.



CSA Team at Rotana City Centre



Base Office Team at Radisson Blu

The following highlights showcase some of the memorable moments shared by our teams as we continue to invest in employee wellbeing, engagement, and workplace morale.





Stay tuned for our exciting updates and latest news

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