COMPASS
QATAR

October 2026

COMPASS QATAR NEWSLETTER

Health and Safety is our number one priority.



23rd Edition

Resilience, Growth and a Culture of Care



COUNTRY HSE MANAGER

Sandeep Vasudevan

The past year has been one of resilience, growth and continued transformation for Compass Qatar. Despite regional uncertainty, supply-chain challenges and significant operational mobilization, our focus remained firmly on protecting our people, maintaining business continuity, supporting our clients and delivering service excellence without compromising standards.

Our people remained central to this progress, with continued focus on employee wellbeing, competency, training and development. A major milestone was the successful mobilization of the Qatar Foundation catering contract, delivered through strong collaboration across Operations, HSEQ, Food Safety, HR, Training and support teams.

Our commitment to professional excellence was further demonstrated through the successful BICSc Annual Audit 2026, followed by Compass Qatar being named a BICSc Awards 2026 finalist.

Safety also remained at the heart of our operations. We recorded 10,941 safety walks and successfully completed recertification audits for ISO 9001, ISO 14001, ISO 45001 and ISO 22000, with no nonconformities identified.

Looking ahead, we will continue strengthening food and allergen safety, developing our people, managing emerging risks and delivering responsible and sustainable services.

Together, we continue building a safer, stronger and more resilient Compass Qatar.

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SAFETY FIRST in everything we do

Liwan Opening at Qatar Foundation Clubhouse

Compass proudly celebrated the opening of Liwan, the new restaurant at the Education City Clubhouse in Qatar Foundation. Delivered as part of our catering contract with Qatar Foundation, this launch marks an exciting new chapter in our food and beverage journey.

In traditional Gulf homes, the liwan is the shaded, open-fronted space where family and guests gather, a fitting name for a restaurant built around hospitality and sharing. True to its name, Liwan serves a family-style Arabic menu, with every dish placed at the centre of the table to share: hot and cold mezze, live grills, traditional mains and classic Arabic desserts, in a fully redesigned space that reflects the concept and our high standards.





More than just the opening of a new restaurant, this milestone reflects Compass' continued commitment to innovation, quality food, exceptional service, and creating memorable experiences for every guest.

Liwan is a new destination for residents, visitors and the Education City campus community, as well as a welcoming venue for functions and events. Come and enjoy it from breakfast to dinner, open daily from 6 AM to 10 PM.

Here's to new flavours, great experiences, and an exciting journey ahead for Liwan!

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ليوان LIWAN

مؤسسة قطر Qatar Foundation

A Smarter, Simpler Way to Access Your Salary with Ooredoo

At Compass Qatar, we continuously look for practical ways to enhance our existing services and make everyday processes easier and more accessible for our people. Building on our established payroll arrangements and taking into consideration feedback from our employees, we are pleased to further develop the salary access experience through Ooredoo Payroll for eligible employees.

Through Ooredoo Money, employees will continue to receive their salaries electronically, with an enhanced SMS confirmation once the salary has been credited. The payroll card provides easier and broader access to funds through a wider network of ATMs, in-store and online payments, as well as money transfers with competitive exchange rates, offering greater flexibility in accessing and managing salaries.



The service operates within Qatar's Wage Protection System requirements and our existing payroll compliance framework, while providing an accessible salary solution, particularly for employees who do not use traditional bank accounts.

This development is therefore not a change to our commitment to compliant and timely salary payment, but a further improvement in how employees can access and manage their funds. It reflects our ongoing commitment to adopting practical solutions that make everyday services simpler and more convenient for our people.

Simple. Secure. Accessible. An evolution of our payroll services, designed with our people in mind.

Further information on eligibility, registration and the transition process will be shared with employees as the rollout progresses.

Innovation in the Kitchen:

RATIONAL iCombi Pro Live Training

Compass Qatar recently hosted a RATIONAL iCombi Pro Live Demo, delivered by RATIONAL Middle East in collaboration with Falcon Kitchens Qatar and the Compass Qatar Procurement team.



The interactive session brought together our Chefs, Maintenance and Procurement teams to experience the technology firsthand through live cooking demonstrations and practical learning.

Participants explored how the iCombi Pro can support greater cooking consistency, food quality, operational efficiency, cost savings and smarter use of resources. The session also covered essential cleaning and preventive maintenance practices to support reliable performance and equipment longevity.



The demonstration provided a valuable opportunity to share knowledge, explore innovative kitchen solutions and strengthen collaboration across our teams as we continue enhancing our food service operations.

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RATIONAL

Emergency Preparedness Across Our Sites

This month, refresher training was conducted for representatives across our remote critical sites, reinforcing operational readiness and strengthening our ability to respond effectively during emergencies and service disruptions.



The practical sessions focused on power recovery using generators and battery backup systems, alongside restoring internet connectivity through Starlink. Participants refreshed their knowledge and hands-on capabilities to support the quick restoration of essential power and communication services when normal systems are unavailable.





Through continuous training and preparedness, we are strengthening the resilience of our teams and ensuring they are equipped to respond confidently, maintain critical operations, and support business continuity when it matters most.

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STARLINK

SAFETY FIRST in everything we do

Investing in Leaders:

Sidra Supervisors Complete Leadership Training

Over the past several months, supervisors at the Sidra Hospital project have taken part in a comprehensive Leadership Development Program designed to strengthen key leadership competencies, including effective communication, stress management, constructive feedback, conflict resolution and people management which was led by Ms. Maureen Kariuki, Welfare Officer.

Throughout the program, participants explored the principles of impactful leadership, learning that great leaders do more than manage tasks. They recognize individual strengths, inspire growth, foster inclusivity, and balance empathy with accountability. By empowering those around them, leaders create stronger teams, build trust, and contribute to a positive and productive workplace culture.





We are proud of every supervisor who successfully completed the program and embraced the opportunity to develop both professionally and personally. The journey has equipped them with greater confidence, enhanced leadership skills, and practical tools to support, motivate, and guide their teams effectively.

Congratulations to all the supervisors on this achievement. As you apply these new skills within your teams, may this milestone serve as the foundation for even stronger leadership, greater collaboration, and continued success at Sidra Medicine.

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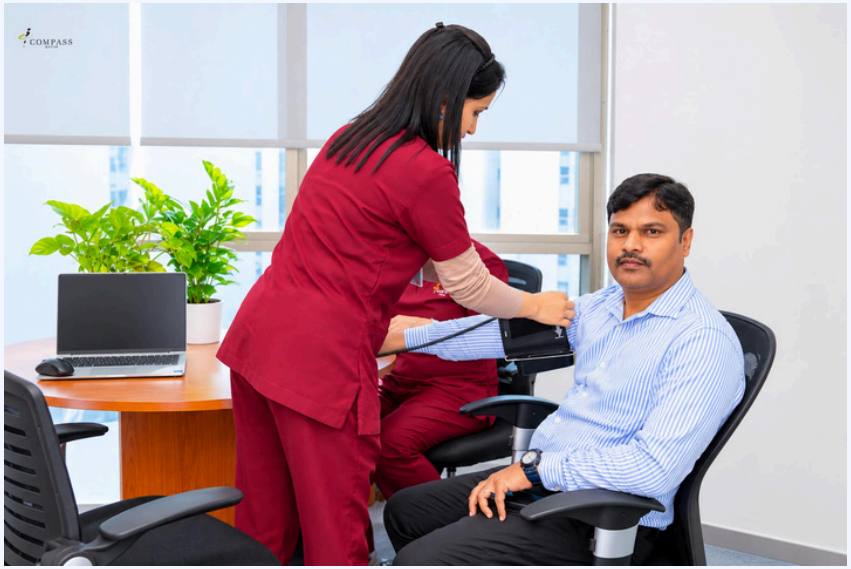
سدرة للطب
Sidra Medicine

Supporting the Health & Wellbeing of Our People

At Compass Qatar, the health and wellbeing of our people remain an important part of creating a safe, healthy and supportive workplace. As part of our proactive approach to employee wellbeing, periodic health assessments are conducted three times a year, helping employees stay informed and take greater responsibility for their health.

The latest assessment cycle commenced in October 2026, with approximately 1,800 employees assessed so far across our operations. This strong participation reflects our continued focus on preventive health and early awareness.





Regular health assessments can support the early identification of potential health concerns and provide employees with an opportunity to better understand and monitor their wellbeing. Where appropriate, employees can seek further medical guidance and make positive lifestyle changes around nutrition, physical activity, rest and stress management.

By investing in preventive health initiatives, we aim to build a workforce that is healthier, more informed and better supported, while strengthening a culture where wellbeing is part of everyday working life.

Healthy People. Safer Workplace. Stronger Together.

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SAFETY FIRST in everything we do

October in Focus: Breast Cancer Awareness month

October saw our teams come together in pink to mark Breast Cancer Awareness Month, creating themed activities and displays across our workplaces to raise awareness and show solidarity with everyone affected by breast cancer.



Beyond pink themes, the month was a reminder of the importance of awareness, regular screening and early detection. By encouraging people to pay attention to their health and seek appropriate medical advice and screening, we can help promote timely diagnosis and access to care.

Most importantly, we stand together with those currently facing breast cancer, remember those we have lost, and proudly celebrate the strength of survivors who have overcome their own battles.





Together, we raise awareness. Together, we stand in support.

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Breast Cancer Awareness Month

Connecting Global Talent with Opportunities at Compass

During September and October, the Compass Qatar Recruitment Team successfully conducted international recruitment drives across Kenya, India and Nepal, interviewing approximately 500 candidates for a variety of roles across our operations.



Through close coordination with international recruitment partners and a strong focus on identifying the right talent, the initiative has already delivered meaningful results.

To date, 473 new employees have been successfully deployed across our different projects, strengthening our workforce and supporting growing operational requirements.







More than a recruitment exercise, these international drives are about connecting people with opportunities while ensuring our projects have the skills and talent needed to succeed.

At Compass Qatar, great teams start with the right people, and our search for talent knows no borders.

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Welcoming New Talent,

Creating New Opportunities

At Compass Qatar, recruitment is about more than filling vacancies. It is about welcoming people, creating opportunities and giving employees the foundation to build a better working experience.

As part of our workforce mobilization, a group of employees from another manpower provider successfully transitioned to Compass Qatar for deployment within the Sidra Hospitality Project.



The transition provided the employees with improved employment arrangements, accommodation and welfare support, helping them begin a new chapter with greater stability and confidence.

For us, this is what responsible recruitment and employee welfare should represent: ensuring that as our business grows, our people have the opportunity to grow with us.

At Compass Qatar, successful recruitment is not measured only by how many people we welcome, but by the positive difference we can make in their working and private lives.

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سدرة للطب
Sidra Medicine

Thank You to Our Night-Shift Teams

Working through the night requires more than simply staying awake. Our bodies naturally follow an internal clock influenced by light and darkness, which is why night-shift colleagues may sometimes struggle to get quality sleep during the day, even when physically tired.

Sleep plays an important role in physical recovery, memory, concentration, emotional wellbeing and immune function. When rest is regularly disrupted, the effects can therefore go beyond simply feeling tired.

For those working night shifts, protecting the quality of rest becomes especially important. Simple habits such as creating a dark and quiet sleeping environment, maintaining a consistent sleep routine where possible, limiting caffeine towards the end of a shift and allowing enough time for recovery can make a difference. For some, splitting rest into two shorter periods, such as a main sleep after the shift and a short nap before the next one, can work better than one long sleep.





Most importantly, we want to recognize the people behind our night operations.

To every Compass team member working while many of us are asleep, thank you. Your commitment ensures that our services continue around the clock. We see the dedication that night work requires, and we encourage every colleague to make rest, recovery and wellbeing a priority.

Your work matters. Your rest does too. To help our colleagues recover, we kindly ask everyone to keep noise to a minimum around accommodation and rest areas during the day, so our night-shift teams can sleep undisturbed.

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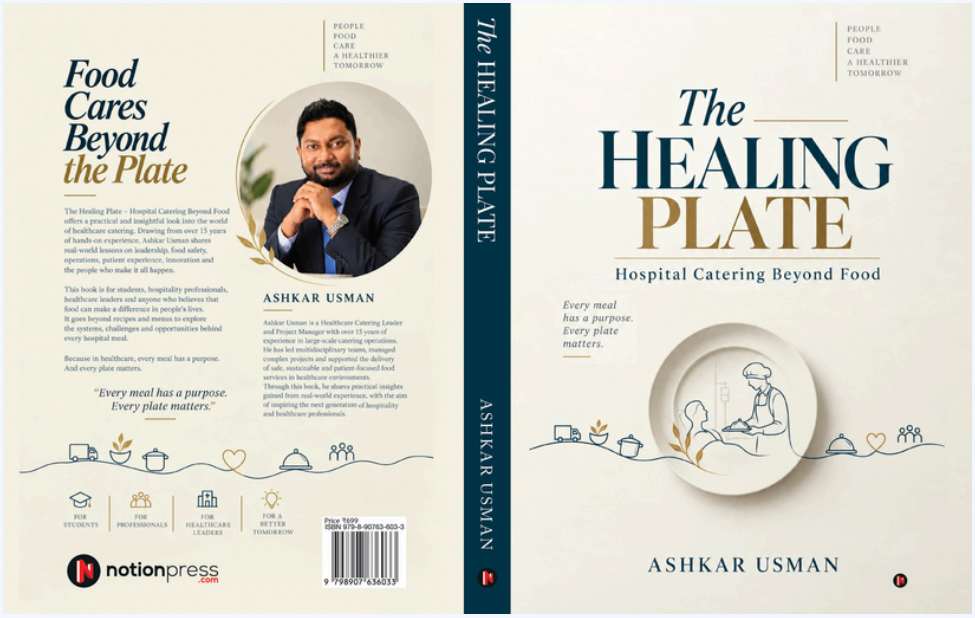
Turning Experience into Knowledge: The Healing Plate

We are proud to celebrate an inspiring professional milestone as our HMC Project Manager, Healthcare marks the publication of ***The Healing Plate – Hospital Catering Beyond Food***, a book inspired by years of experience in healthcare catering and food service management.

The book explores how hospital catering goes far beyond preparing and serving meals. It highlights the important connection between patient care, nutrition, food safety, compassion, teamwork and operational excellence, while providing practical insight into the journey of a hospital meal and its contribution to the overall patient experience and recovery.





Drawing from professional experience, The Healing Plate is designed to share knowledge with students, aspiring professionals and those working within hospitality and healthcare catering, while giving greater recognition to the people and processes behind every hospital meal.

The book is available in eBook and print editions, including through Amazon Kindle, Google Play Books, Kobo and selected international Amazon marketplaces.

Congratulations to Mr. Ashkar Usman on this outstanding achievement and for turning professional experience into knowledge that can inspire the next generation of healthcare catering professionals.

COMPASS QATAR

Hamad Medical Corporation

Welcome Back to Compass, Chef Lee!

We are delighted to welcome Chef Lee Szukalski back to Compass Qatar as Executive Chef – Events, Research & Development.

With more than 40 years of experience in hospitality and catering, Chef Lee brings a wealth of culinary expertise, leadership, and passion for developing people.

In this role, his focus will be events at Qatar Foundation, where he will blend creativity and original flavours to deliver memorable cuisine from concept to plate. He will also help strengthen operational excellence and support our teams through practical masterclasses and development opportunities.

As a proud member of the Qatar Culinary Guild, Chef Lee is also a strong advocate for continuous learning, collaboration, and nurturing talent, values that strongly complement our commitment to developing our people.

Welcome back, Chef Lee! We are excited to have you back in the Compass family and look forward to the experience, creativity and fresh ideas you will bring to the team.



Lee Szukalski
Executive Chef – Events,
Research & Development

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Supporting the Community Through Donation

Our team members joined efforts for a meaningful donation drive in collaboration with Qatar Charity, contributing essential items including clothes, books, toys and other useful goods to support the wider community.

The initiative was driven by the generosity of our people, who donated items and helped turn a simple idea into a collective act of giving. Every contribution, big or small, reflected a shared commitment to making a positive difference beyond our workplace.



At Compass Qatar, we are proud to see our teams actively supporting initiatives that promote compassion, social responsibility and community engagement.

A heartfelt thank you to every team member who contributed and helped make this initiative possible.

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قطر الخيرية
QATAR CHARITY

October Stars of the Month

Congratulations to our October stars of the month!

Your hard work, positive attitude and commitment have earned you this well-deserved recognition.

Thank you for making a difference and setting a great example for others. Keep shining!



Sidra Medicine and Research Centre



Hamad Medical Cooperation

Celebrating Our October Birthday Stars

To all our colleagues who celebrated their birthdays in October, 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.



Hamad Medical Corporation



Sidra Medicine and Research



Qatar Aviation Services

Compass Qatar Claims Victory

in Friendly Football Match with QAS

It was an evening of team spirit, friendly competition and great energy as Compass Qatar faced off with Qatar Aviation Services (QAS) in a friendly football match held on 16 October at Al Bidda Park.

Both teams brought enthusiasm and determination to the pitch, making the match an enjoyable opportunity to connect beyond the workplace and celebrate the strong partnership between Compass Qatar and QAS.

Compass Qatar delivered an outstanding performance, securing an impressive 9–0 victory. While the score gave the Compass team plenty to celebrate, the real highlight was the sportsmanship and team spirit displayed throughout the match.





Congratulations to team Compass on the exceptional win and thank you to Qatar Aviation Services for a memorable game!

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Qas QATAR AVIATION SERVICES Delivering Excellence Worldwide

Sidra Football:

The Porters Secure a 3–2 Victory

The Cleaning and Portering Teams at the Sidra Project faced off in an exciting friendly football match on 9 October 2026, showcasing teamwork, sportsmanship and impressive action on the pitch.

In a closely contested game, the Portering team, claimed a thrilling 3–2 victory, with the final whistle setting off celebrations among players and supporters.





Congratulations to The Portering team on a well-earned victory, and to both teams for an excellent display of team spirit and sportsmanship!

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Stay tuned for our exciting updates and latest news

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