

September 2025

COMPASS QATAR NEWSLETTER

Health and Safety is our number one priority.



13th Edition

A fond farewell from

Nasrin Joseph



Head of Health Care
Nasrin Joseph

As I prepare to begin a new chapter of my career, I want to take a moment to reflect on the incredible journey I've had with Compass Qatar.

I first joined Compass in 2017, and after returning in 2023, I've had the privilege of leading through some of the most dynamic and challenging phases of our operations—particularly during large-scale mobilizations and the successful delivery of high-impact healthcare contracts. These moments have been both demanding and deeply rewarding, and I'm proud of the milestones we've achieved together.

Throughout this journey, I've been fortunate to work with exceptional clients and colleagues, and I want to extend my heartfelt thanks to the entire Compass Qatar team, not just within healthcare, but across all departments. Your support, collaboration, and commitment have been instrumental to our success. I'm especially grateful to the many resources who have supported me along the way, often behind the scenes, ensuring that our teams could perform at their best.

One of the greatest privileges of my role has been working with strong, capable teams. Their resilience and professionalism have allowed me to delegate with confidence, knowing that they will continue to lead and deliver with excellence. It is because of their strength and dedication that I've been able to grow and take on new challenges.

As I look ahead to this next chapter, I carry with me immense pride in what we've built together and deep appreciation for the people who made it possible.

Thank you once again for being part of this journey. Wishing you continued success and growth.

A New benchmark in integrity & Excellence

Compass Qatar achieves ISO 37001: 2025 Certification



Compass Qatar is proud to announce its successful certification to the **ISO 37001:2025 Anti-Bribery Management System**, a globally recognized standard that reinforces our unwavering commitment to ethical governance, integrity, and transparent business conduct.

Following a period of **intensive preparation, system alignment, and cross-functional collaboration**, the **Stage 1 Audit** was conducted on **14th August 2025**, followed by the **Stage 2 Certification Audit** on **1–2 September 2025**, in partnership with **Bureau Veritas**. The certification process was **led by the HSEQ Department**, with the active support of management and operational teams across all business units.

This certification represents a significant milestone in our ongoing journey toward operational excellence and corporate accountability. It further demonstrates Compass Qatar's leadership in upholding **the highest standards of compliance, anti-bribery controls, and ethical business practices**, fully aligned with Compass Group's global governance framework.

The achievement stands as a testament to the dedication, diligence, and professionalism of our teams who worked tirelessly to strengthen our systems and ensure conformity with the stringent requirements of ISO 37001.

Congratulations to everyone involved in this achievement for setting yet another benchmark of excellence for Compass Qatar.

Building Resilience through Emotional Intelligence

In September, Compass Qatar hosted a focused training session on Emotional Intelligence, led by the Country HR Manager, Mr. Adham Al Halabi.

The program was designed to equip participants with essential skills to understand, manage and express emotions effectively, both personally and professionally. Held at the Compass Qatar Head Office, the session welcomed 30 participants and highlighted the critical role of empathy, self-awareness and communication in fostering a supportive and high-performing workplace.



To ensure inclusive access, the training is being delivered in ongoing batches, allowing broader participation across the organization.

This initiative reflects Compass Qatar's commitment to continuous development, empowering teams not only with professional competencies but also with emotional resilience and leadership capabilities.

More Sessions to come!



Scan the QR code to share your training preferences with us.



Your Mental Health Matters

Following her earlier attendance at the Ministry of Public Health for on Community Mental Health Champion, Ms. Maureen continues to advocate for emotional wellbeing across our teams.

“We understand that being away from family can be emotionally challenging, especially during quiet moments or difficult days. In such times, it’s important to know that you are part of an organization that genuinely cares about your wellbeing.”

We are here to listen, support, and stand beside you. Whether you’re seeking a conversation, a moment of connection, or simply someone to hear you out, you are always welcome to reach out.

For confidential support, we encourage you to use the “Talk to Us” platform or connect directly with the Welfare Team. Every concern shared through this channel is received with empathy, handled with discretion, and addressed with the utmost care and professionalism.

Your voice matters, and we are committed to ensuring that it leads to meaningful support and timely action.

Your emotional wellbeing is our priority, and we remain here for you, always”

Maureen Kariuki- Welfare Officer

Talk to Us- 6643 8183

Welfare Email- Welfare@compassqatar.com.qa



CONNECT WITH OTHER PEOPLE

Engaging in welfare activities, a quick chat or by sharing a coffee, can brighten your day and build stronger team bonds. Small moments like these help you feel connected and supported at work.



TRACK YOUR EMOTIONS

When work feels intense or emotions run high, take a moment to pause and name what you’re feeling. Recognizing your emotions helps you understand them, and that’s the first step toward managing stress in a healthy way.

CELEBRATE EVERY WIN

Every effort counts, whether it’s completing a small task or simply showing up and staying committed. Recognizing your progress, even on challenging days, builds confidence and keeps you moving forward.



ASK FOR HELP

Whether it’s a friend, a colleague, or through “Talk to Us” platform, reaching out is a sign of strength. If you’re feeling stuck, stressed, or unsure, speaking up shows courage. You don’t have to handle everything alone, support is part of working as a team.

**We are building a culture where
it’s okay to not be okay,
and where support is always within reach.**



Getting Started with Microsoft Copilot



We recently rolled out IT training session titled “**Getting Started with Microsoft Copilot**,” successfully reaching over **70 employees** across the organization.

The session introduced users to key features of Copilot within Microsoft 365, including:

- **Drafting emails efficiently**
- **Summarizing documents**
- **Automating repetitive tasks**

Participants gained practical insights into how Copilot can boost productivity, streamline workflows, and enhance collaboration through AI-powered tools. Feedback was overwhelmingly positive, with many expressing interest in more advanced Copilot workshops.

This training marks a significant step in our digital enablement journey. Team members will apply these learnings to enhance both their professional performance and personal productivity.

Stay tuned for future sessions designed to help you stay ahead with the latest tools and maximize your efficiency in everyday work.

“

“Artificial intelligence is not just an innovation it is a revolution that needs to be embraced. By embracing AI, our teams can unlock smarter ways of working, enhance decision-making and stay ahead in a rapidly evolving industry”
Jean-Pierre Garat – Country General Manager

”



September HSE Spotlight

Glass Control Policy

In September, our HSE spotlight was on glass safety. The session, led by our Country HSEQ Manager, Mr. Sandeep, emphasized the significance of our existing compliance with the Glass Control Policy and its vital role in reducing the risk of injury and contamination within our Catering operations.

To reinforce this policy, team members engaged in a Microsoft training session that outlined the following key measures:

- **No-glass zones in sensitive areas**
- **Implementing clear breakage and clean-up protocols**
- **Conducting regular inspections for damage**
- **Providing staff training on safe handling practices**

We were pleased to see active participation, with 90 colleagues in attendance for the session. These steps reinforce our commitment to safety and operational excellence. We remain dedicated to upholding these standards.



Sandeep Vasudevan
Country HSEQ Manager



Welcoming Sarah

Our New Environmental Officer

We're thrilled to welcome Sarah Namusisi to Compass Qatar, stepping into the role of Environmental Officer. With a wealth of expertise and a deep-rooted passion for sustainability, Sarah is already making waves by transforming waste management practices across all our projects.

Her mission is clear: to drive us closer to zero waste through smart initiatives, everyday habits, and purposeful action. But Sarah's impact goes beyond systems and processes, she's cultivating a culture of environmental responsibility and awareness that touches every corner of our organization.

Her first mission will focus on tracking and reducing food waste, a critical step in our journey toward more sustainable operations.

Through innovation, collaboration, and unwavering commitment, Sarah is helping Compass Qatar lead the way toward a greener, more sustainable future.



Sarah Namusisi
Environmental Officer



The Empty Plate Challenge continues

across our Projects

The Empty Plate Challenge continues to make a meaningful impact across our operations. Since its introduction, we have seen reduction in food waste and a growing culture of mindfulness around consumption.

On 13th September, we celebrated this ongoing success with a Lucky Draw, recognizing colleagues who consistently embraced the initiative's values. Participation remains strong, and the challenge has proven to be both practical and purposeful.

As one colleague said: **“Every clean plate has become a quiet commitment: ‘I will not waste. I respect the work behind this meal.’”**

Congratulations to all the winners, and thank you to everyone who continues to support this important campaign.



September Winners	Project
Sabin Rai	CABIN MDC
Shiv Sardar	CPU WASEEF
Shekar Ghigurla	LUSAIL & AL SAAD MPH
Narayan Khatri Chhetri	WASH BAY WAS

Joint Committee Nomination Phase– HMC project

Following the successful implementation of the Joint Committee at Qatar Foundation on May 2025, we are proud to extend this initiative to Hamad Medical Corporation (HMC).

The nomination process commenced on 14th August and concluded on 21st August. We were pleased with the enthusiastic participation of employees, many of whom nominated themselves to stand for the election which was held on 7th September 2025.

The Joint Committee was intentionally structured around employee accommodations to provide a dedicated platform for addressing concerns related to welfare, living conditions, and workplace matters.



In total, we received 10 nominations from Ibn Ajayan accommodation, 4 from Old Airport accommodation, and 5 from Gharrafa accommodation. All self-nomination forms were reviewed and verified by the electoral supervisory body and the final decision reviewer to ensure that nominees met the required eligibility criteria.

Alongside our existing platforms such as “Talk to Us” and “Speak Up”, which continue to empower employees to share concerns confidentially and directly, the Joint Committee offers a structured, peer-led forum focused on accommodation-related welfare and workplace matters.

Joint Committee Election Day-HMC

The Election Day for the Hamad Hospital Project Joint Committee was successfully held on 7th September 2025.

We were privileged to welcome esteemed representatives from the Ministry of Labor, including Mr. Khalid Abdul, Labour Relations Specialist, and Mr. Nasir Aleimadi, Legal Expert. Their presence highlighted the significance of the occasion and reinforced our commitment to transparency and collaboration.

Voting concluded promptly at 3:00 PM, followed by the ballot counting at 3:30 PM, conducted at the Old Airport accommodation.



The counting process was conducted transparently in the presence of the Ministry of Labor officials, Compass Management, employees and nominee's, ensuring fairness and integrity.

This balanced representation across accommodations reflects our commitment to inclusivity and equitable employee engagement.

The event was a resounding success, and we are grateful to the Ministry of Labor for their support and participation.

ELECTED MEMBERS

NAME	POSITION	ACCOMODATION
SERAH LONGWE	WAITRESS	OLD AIRPORT
SHILA PARIYAR	TRAYLINE OPERATOR	OLD AIRPORT
SHAKIRAH KATEREGA	SERVICE SUPERVISOR	GHARRAFA
SITA BHANDARI	CODE VICTOR WAITRESS	GHARRAFA
DANIEL ELISHA	KITCHEN STEWARD	IBN AJAYAN
EMMANUEL MUCUNGUZI	WAITER	IBN AJAYAN
BASHIR MUSOBOZI	TRAYLINE OPERATOR	IBN AJAYAN

Operational Update:

New guidelines at HIA

We would like to inform all employees about the implementation of new operational guidelines by our client, Qatar Aviation Services (QAS), across project sites at Hamad International Airport (HIA). These updates are part of a broader initiative aimed at enhancing safety, security, and operational efficiency. The new guidelines are applicable to all service providers operating at HIA, as well as direct employees of Hamad International Airport, Qatar Aviation Services, and Qatar Airways.

Key highlights include:

- **Employee Entry and Exit Protocols**
- **Employee Frisking Procedures**
- **Enhanced Theft Prevention Measures**
- **Restrictions on Personal and Valuable Items**
- **Random Security Checks**
- **Vendor-Initiated Item Controls**



We encourage all employees to review the posted guidelines carefully to stay informed about the updated protocols. Your cooperation is vital in maintaining a secure, compliant, and well-organized working environment.

For any further clarification, employees are encouraged to contact site supervisors or a member of the security team.



Volleyball Tournament concludes with Enthusiasm and Team spirits

We're pleased to announce the successful conclusion of our staff Volleyball Tournament held on 23rd September, which was organized by Mr. Ameen, People Residence Manager and the team. The event showcased competitive energy, enthusiastic participation, and exceptional teamwork across all teams.

- Congratulations to the QAS Project team for securing the championship trophy.
- The HMC Project team earned a commendable second place with a strong performance throughout the tournament.

We extend our sincere appreciation to all participants for their commitment, collaboration, and sportsmanship.

Your involvement made this event a true reflection of the vibrant community we continue to build together.



Congratulations to September Awardees

"Be A Star"

We are proud to acknowledge your exceptional performance, dedication, and positive impact across the organization. Your commitment to excellence sets a powerful example and continues to elevate our collective success.

Thank you for your outstanding contributions.



Winners from left- Muhammad Kutty,
Mohammadharun, Keith Muindi



Winner- Kumari Dong



Winner- Batuli Wairimu



Birthday Celebrations

This September, we celebrated the birthdays of our colleagues across various projects, bringing teams together to share moments of joy and appreciation. These gatherings go beyond tradition, they reflect our commitment to fostering a culture where every individual feels seen, valued, and connected.

They also offer a brief and refreshing break from the regular work routine, allowing teams to recharge and strengthen bonds.

To all our September-born team members: may the year ahead bring you continued growth, happiness, and success!



CPU WASEEF



SIDRA MEDICAL &
RESEARCH CENTER



HAMAD MEDICAL
CORPORATION



Celebrating Culture and Diversity

with Onam Festival

On 4th September, we celebrated the vibrant festival of Onam at our head office, with 50 attendees joining in the festivities.

Rooted in the cultural heritage of Kerala, Onam commemorates the legendary King Mahabali's annual visit, a time remembered for prosperity, equality, and joy.

The celebration highlighted the richness of Kerala's traditions through elegant floral decorations, traditional attire, and the iconic Onasadya feast. Employees embraced the spirit of the occasion by dressing in beautiful Kerala-style clothing, adding color and authenticity to the event.

A delicious spread of authentic dishes was lovingly prepared, showcasing the flavors and pride of Onam. Traditional games added a lively touch, sparking laughter, friendly competition, and a strong sense of community.

It was a joyful gathering filled with warmth, unity, and cultural pride.



Team Wellness and Connection

September was a month of meaningful connections, as 150 team members came together for energizing team-building activities that blended culture, nature, and connection. From exploring the **Qatar National Museum**, **Qatar Bowling Centre** and the **3-2-1 Qatar Olympic and Sports Museum**, to relaxing at **Sealine Beach** and sharing lunch gatherings, each moment reinforced the value of togetherness beyond the workplace.

We believe, success isn't solely defined by productivity, it's also about creating a healthy balance between work and life. These shared experiences reflect our ongoing commitment to employee well-being and the culture of appreciation we continue to build.

Together, these experiences reflect the heart of our culture at Compass: one rooted in appreciation, balance, and belonging.



Tub Circulation Team at Qatar Bowling Centre



SIDRA MEDICAL & RESEARCH
CENTER at Qatar National Museum



QAS TEAM at Sealine Beach



Hamad Medical Corporation team
at Desi Dhaba Restaurant



Carrom Board Competition at HMC



Catering Team at Havoc

Pink Month

Breast Cancer Awareness Month

As part of our ongoing commitment to employee well-being, we're proud to announce the launch of Breast Cancer Awareness Month—where we join the global community in raising awareness about breast cancer and promoting early detection.

Throughout the month, we will be organizing:

- **Awareness sessions** led by healthcare professionals.
- **On-site screenings** for eligible employees.
- **Distribution of pink ribbons** to show solidarity and support.

We encourage participation from all employees as we come together to support this important cause. Stay tuned for detailed schedules and updates via internal channels.

Together, let's make a meaningful impact.



Upcoming Event : 90-Day Wellness Challenge



We are proud to announce the launch of our **90-Day Wellness Challenge**, beginning this October and continuing through January. This initiative marks the **first phase of a broader wellness program** designed to promote sustainable, healthy lifestyle changes across our organization.

The challenge is specifically focused on weight loss and overall physical well-being, encouraging participants to adopt healthier habits and achieve personal fitness goals. Registered participants will embark on a transformative journey supported by our dedicated team of **welfare, nurses, dieticians, and a fitness trainer**. This team will provide ongoing motivation, dietary guidance, and workout plans.

At the conclusion of the challenge, top achievers will be recognized and rewarded with valuable gifts, celebrating their commitment and progress while inspiring continued wellness.

Together, we take the first step toward building a healthier, more energized community, with more exciting phases to follow.





Stay tuned for our exciting updates and latest news

CONNECT WITH US.



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