

October 2025

COMPASS QATAR NEWSLETTER

Health and Safety is our number one priority.



14th Edition

A New Year, A Shared Vision

Building on Success Together



**Country General
Manager**
Jean-Pierre Garat

As we open a new financial year, I want to start by celebrating what we have achieved together. The past year has been a powerful reminder that teamwork, commitment, and our Compass values are the true engines of success. Every meal served, every site maintained, every challenge overcome all were made possible because of you. Together, we not only exceeded our operational goals but also delivered on our shareholders' expectations a collective achievement we can all be proud of.

Now, as we look ahead, our journey continues with renewed ambition. Qatar offers growing opportunities across multiple sectors from oil & gas to hospitality and beyond and together we will seize them. These opportunities will strengthen our business and create new paths for career growth.

Sustainability remains at the heart of what we do from reducing food waste to minimizing chemical use in our cleaning operations. Every step we take matters, and accountability for our actions is key to lasting progress.

We also believe in the power of innovation and the creativity of our people. As we invest in new technologies and embrace artificial intelligence, I encourage everyone to take initiative, share ideas, and be part of this exciting transformation.

Beyond business, we remain committed to our communities. Through our CSR initiatives, we will continue to support local causes and make a real difference together.

Our values care, collaboration, performance, and integrity remain our DNA and the foundation of our success.

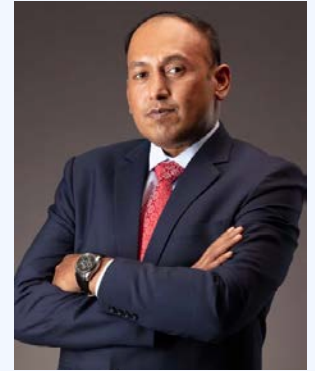
Together, we will make this new year our most inspiring yet.

Compass Qatar ISO Certifications

Our Commitment to Excellence

Compass Qatar proudly maintains and expands its portfolio of 'ISO certifications', reaffirming our steadfast commitment to operational excellence, quality, safety, environmental responsibility, and ethical business practices.

These certifications reflect our alignment with internationally recognized standards and demonstrate our ongoing dedication to maintaining robust, compliant, and sustainable management systems across all business units. Led by the HSEQ Department, this accomplishment highlights our culture of continuous improvement and global best practices.



Certification	Focus Area
ISO 22000:2018	Food Safety Management System
HACCP	Food Safety Management System
ISO 9001	Quality Management System
ISO 14001	Environmental Management System
ISO 45001	Occupational Health and Safety Management System
ISO 37001:2025	Anti-Bribery Management System

Each certification stands as a testament to the professionalism, teamwork, and integrity that define Compass Qatar. Together, they strengthen stakeholder confidence and reinforce our position as a trusted leader in the region's hospitality and catering industry.

Congratulations to everyone involved in achieving this significant milestone.



Compass Qatar Joins BEUMER in Celebrating Contract Renewal

Last month, we had the pleasure of joining our partner BEUMER in celebrating their contract renewal with Hamad International Airport. This only demonstrates the respect and care BEUMER has for Compass and certainly strengthens our relationship.

Since January 1st, 2025, Compass Qatar has been proudly supporting BEUMER by providing manpower in key areas such as technicians, Bag Jammers, and mechanical fitters. Our goal is to ensure smooth and efficient airport operations.

We are truly delighted to be part of this journey and look forward to many more successful years of collaboration and shared achievements.

A big thank you to the BEUMER team for their kind invitation and warm hospitality. Congratulations once again on this well-deserved renewal!



Compass Qatar & QAS Cargo

Honor 64 Employees

On Wednesday, 22nd October, we had the pleasure of hosting QAS Cargo managers **Mr. Sean Elder** and **Ms. Linda Marissa Van Wilson** at our location for our **Be a Star** and Excellence Awards ceremony.

Not only did they actively participate in the event, but they also brought their own awards to present!

Together, Compass and QAS Cargo honored 64 employees with awards and appreciation certificates, showcasing our gratitude and commitment to recognizing outstanding performance.

We extend our heartfelt thanks to the QAS team for their ongoing support and their initiative in participating in this event.



Renewed Partnership with **Lycée Bonaparte**

We're proud to share that our partnership with Lycée Bonaparte has been successfully renewed!

Since the beginning of our collaboration in 2022, this journey has been marked by growth, teamwork and a shared passion for great food and service.

Today, we proudly serve around 400 students and teachers, creating daily moments of connection over meals.



This year marks a new milestone with the launch of the High School canteen outlet, now serving senior students and enhancing their dining experience.

Alongside our main canteen, we now serve a total of approximately 500 freshly prepared meals each day, bringing variety, quality, and convenience to the entire school community.

A heartfelt thank you to the Lycée Bonaparte community for their continued trust and partnership.

We look forward to many more years of nourishing minds and bodies together driven by sustainability and innovation.



Catering Team Celebrates

Annual Achievements and Leadership Transition

The Catering Team came together for a vibrant celebration, marking a year of remarkable achievements and embracing an exciting new chapter in leadership.

The event was filled with appreciation and warm farewells as the team honored **Mr. Kevin Bergmann**, the outgoing **Head Of Catering**, who stepped into his new role as the **Business Development Manager**. His leadership and dedication have played a pivotal role in the team's success, and we extend our sincere gratitude for his valuable contributions.

As we bid farewell to one chapter, we enthusiastically opened another with the arrival of **Mr. Stefanos Tsopanos**, our new **Senior Catering Operations Manager**. With his extensive experience and passion for excellence, we are confident that his leadership will usher in a new era of innovation and continued growth for our team.

Congratulations to both Mr. Kevin and Mr. Stefanos — Wishing you success as we step into an exciting new chapter together.



Kevin Gerrit Bergmann
Business Development Manager



Catering Team at Parisa Souq Waqif during their end of year Party



Stefanos Tsopanos
Senior Catering Operations Manager



Our Sustainability Commitment

Reducing plastic, embracing biodegradables, and building a greener tomorrow.

Did You Know?

Plastic service wears can take 5 to 1,000 years to decompose, while biodegradables breaks down in just 3 to 6 months?

Although both may end up in landfills, the impact is vastly different: after one-year, biodegradable items leave zero waste, whereas 1,000 kg of plastic would still remain.

At Hamad Medical Corporation, we are committed to sustainability by reducing plastic use and minimizing waste across our operations.

One of our key initiatives was the replacement of plastic service ware with durable chinaware, resulting in a 77.18% reduction in single-use plastics, equivalent to 26 tons per month.

Building on this success, we have now introduced biodegradable cutlery, cups, bowls, and packaging trays for patient use, further advancing our journey toward a cleaner and safer environment for all.

Together, we're making a real difference.



Empowering Leaders Through Digital Transformation

In October, our IT department conducted a dedicated training session for senior managers to enhance their ability to utilize Microsoft Copilot effectively.

The session featured hands-on practice with real-time examples, enabling managers to apply smart prompt techniques to their daily workflows. Participants explored tailored use cases designed to boost productivity and streamline decision-making.

This training marks a significant step in our digital transformation journey, empowering leaders with the tools and knowledge to drive innovation and smarter decision-making across the organization.

Looking ahead, the training will be cascaded to other team members across the organization to ensure that we are empowered with future-ready skills.

Stay tuned for updates and registration details for the next training sessions.



Launch of English Training at Compass Qatar

Building on the success of our ongoing Arabic-speaking training, we are pleased to introduce **English language** classes for our teams.

This program is designed to equip team members with essential communication skills that enhance collaboration with colleagues, clients, and customers, ultimately supporting service excellence.



The sessions will be led by **Ms. Sirine Souyah**, who is currently designated as a **Patient Liaison** at **Hamad Medical Corporation**. Ms. Sirine brings five years of teaching experience from Tunisia and a strong passion for education. Her expertise ensures that the training is both practical and engaging, tailored to meet the needs of our diverse workforce.

To facilitate participation, enrollment details will be shared through department heads, enabling more employees to benefit from this valuable learning opportunity.



Honoring Service Excellence at Hamad Medical Corporation

We are proud to share that our team members were recognized during HMC's quarterly recognition event for their dedication and excellence.

An individual recognition also highlighted **Mr. Mohamed Safras, Lead Service Supervisor**, for his professionalism and support in delivering high-quality catering services within **Mental Health facilities**.

Congratulations to all recipients for making a meaningful difference every day!



Mr. Mohamed Safras
Service Supervisor - HMC

*"I am truly honored to receive this Certificate of Appreciation from **Ms. Jasmine Benjamin, Director of Nursing – Community Mental Health Service.***

This recognition means a lot to me, as it reflects the teamwork, dedication, and continuous effort we put in every day to deliver quality catering service to our patients and staff. Together, we remain committed to excellence and patient care."
-Mohamed Safras



From Left, **Mr. Dimitry Oganessian**- Assistant Executive Director-Hospitality, SSBB,
Mr. Fred Ofosu-Kitchen Steward-Compass, **Mr. Sunil Kumar**- Operations Manager- Compass and **Mr. Ashkar Usman** – Project Manager - Compass

Honoring **The Heroes** Behind the Wheel

Our drivers are the backbone of our operations. Their professionalism, commitment to safety, and adherence to company standards ensure effective and dependable transportation across the organization, enabling seamless daily operations.

To honor these invaluable contributions, we recently held an appreciation event celebrating our **94 drivers** for their dedication.

A highlight of the event was the recognition of **Mr. Imran Khan**, who marked an incredible **18 years** of service with Compass Qatar as a driver.

In acknowledgment of his dedication and performance, Imran was promoted to **Transport Dispatcher**, a well-deserved milestone in his remarkable journey.



ImranKhan

Transport Dispatcher

To all our drivers: thank you for being true ambassadors of responsibility and excellence. Your tireless efforts continue to drive us forward.

Honoring **Loyalty and Excellence** Long Service Awards

Congratulations to **Mr. Prem Saru Magar**, *Chef de Partie*, and **Mr. Hamed Eltayeb**, *Digital and Technology Solutions Manager*, on their recognition for years of dedicated service with Compass Qatar.

This milestone highlights their dedication and valuable contributions to the success of our organization.

We appreciate your commitment and wish you continued success.



**Prem Saru Magar Award on - 20 Years Of
Service**



**Hamed Eltayeb Award on - 10 Years Of
Service**



Congratulations to our **October stars**

We are proud to celebrate the October recipients of the “**Be A Star**” and “**Job Well Done**” awards.

Your dedication and 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.



Birthday Celebrations

In October, we celebrated the birthdays of our amazing September and October born colleagues across various projects.

These joyful gatherings brought teams together, offering a moment to pause, connect, and appreciate one another.

To all the birthday celebrants: may the year ahead be filled with happiness, growth, and continued success.



HAMAD MEDICAL CORPORATION



SIDRA MEDICAL & RESEARCH CENTER



HEAD OFFICE

Stress Management Awareness Session with MOPH

As October marked **Mental Health Awareness Month**, we were honored to host an insightful awareness session on stress management at work, led by **Ms. Nour Jabbour**, Mental Health Specialist from the **Ministry of Public Health (MOPH)**.

With over **40** team members in attendance, the session provided practical tools to identify stress triggers, manage workplace pressure, and adopt healthier coping strategies. It was a powerful reminder of the importance of mental wellbeing and the positive impact of a supportive work environment.

We extend our sincere appreciation to Ms. Nour Jabbour for sharing her expertise and to all participants for their active engagement throughout the session.



Breast Cancer Awareness Month

October is globally recognized as Breast Cancer Awareness Month, a time to educate, empower, and take action against one of the most common health challenges faced by both men and women.

We started the month with expert-led sessions by Qatar Cancer Society and Aster Medical, which educated colleagues on early detection and the importance of regular screenings. Building on this knowledge, we offered free breast cancer screenings to our team members to make preventive care accessible.



One of the most moving highlights was Ms. Rowena Nolasco's courageous survivor story which was shared widely, reminding us that hope is powerful and community support makes a difference.

While October marked the Pink Month, our commitment to awareness and care continues, because awareness never ends and together, we stand in solidarity with those affected.



Celebrating Culture and Diversity with Diwali Festival



On 16th October, we embraced the Festival of Lights at the HMC female accommodation with vibrant décor, traditional attire, and festive treats.

The celebration featured colorful rangoli, glowing diyas, and joyful activities that fostered unity and cultural pride — a truly memorable occasion that strengthened team bonds.

At Compass Qatar, employees are entitled to three additional public holidays thoughtfully aligned with key cultural celebrations, including Diwali, Christmas, and New Year that celebrate the diversity of our global team, ensuring everyone has the opportunity to partake in meaningful cultural moments.



HALLOWEEN CELEBRATION

We had a frightfully fun time celebrating Halloween together!

From creative costumes and dramatic performances to laughter-filled moments, the event was a vibrant display of our team's spirit, imagination, and collaboration.

It served as a joyful reminder of the strength of teamwork, the magic of shared experiences, and the belief that anything is possible when we put our minds to it. A heartfelt thank you to everyone who brought their energy and creativity to make the day truly special.

Wishing you all the best —until next year's spooky season!





Stay tuned for our exciting updates and latest news

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+974 4432 3153



info@compassqatar.com.qa



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



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