

Compass Qatar is a food and support services company and not a recruitment business as suggested in the report.

At Compass Qatar the wellbeing and welfare of its employees, including through the recruitment process, is their priority.

Specifically on the subject of recruitment fees, Compass Qatar has been continuously improving its related processes and procedures. Compass Qatar meets and often exceeds the practices outlined in the report "What is Fair and Ethical Recruitment" as set out below:

- Compass Qatar has a clear policy of "free recruitment for workers" whereby it is strictly forbidden for labour agencies to charge a recruitment fee to workers, irrespective of the source country or what is permissible by source country laws. This commitment is communicated to the recruitment agencies and sub-agencies it works with and is agreed upon in their commercial contracts.
- Compass Qatar follows a stringent procedure that ensures that if any agency does not comply with the free recruitment policy, they are subject to penalties and/or contract termination.
- Compass Qatar regularly communicates to workers and employees that they should not pay recruitment fees throughout the recruitment and placement process (including job adverts as included in the article you shared) and when employed.
- Compass Qatar management usually travels to the candidates' country (including Kenya) to participate in the recruitment activities and to clarify to workers that they should pay no recruitment fees
- Upon arrival in Qatar and as part of the induction processes, each employee is asked if associated recruitment fees have been paid by them in their countries.
- Compass Qatar also requires agencies and sub agencies to undergo ethical recruitment training which emphasises that workers shouldn't pay any recruitment fees. However, we are aware of the risk that despite this, sometimes employees may unwittingly have paid recruitment fees as part of the process, so employees are also informed how they can report if recruitment fees have been paid.
- Compass Qatar has a confidential employee hotline 'Speak Up, We're Listening' and a local HR helpline that is available to all employees.
- In addition, Compass Qatar ensures that the "Employer Pays Principle" applies for a range of stipulated costs to all workers recruited from all source countries.

The process used by Compass Qatar to recruit, contract with and employ workers is subject to regular internal and external review to inform performance and progress, and the process is adjusted if required.

The report lists a number of recruitment companies – Compass Qatar do not work with any of these companies in Kenya.

I hope this provides further insight to Compass Qatar's practices and will help inform your readers.

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