



TAREEQ AL-HUMAM

COMPANY PROFILE

2022

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CONTENT

1. Table of Content	02
2. About US	03
3. Our Vision	05
4. Our Mission	06
5. Our Goals	07
6. Our Services	09
6-1. Engineering Services	10
6-2. Manpower Services	14
6-3. Logistics Services	20
7. Certificates	23

ABOUT TAREEQ AL-HUMAM

Tareeq Al-Humam Co. is a leading provider of manpower recruitment services in Iraq, specializing in delivering skilled personnel to meet the workforce needs of various industries.

Tareeq Alhumam Co. specializes in delivering exceptional engineering, manpower, and logistics services across Iraq. Our mission is to empower growth and innovation through precision and commitment.

- Commitment to Quality and Compliance
- Customized Workforce Solutions
- Skilled Professionals Across Industries



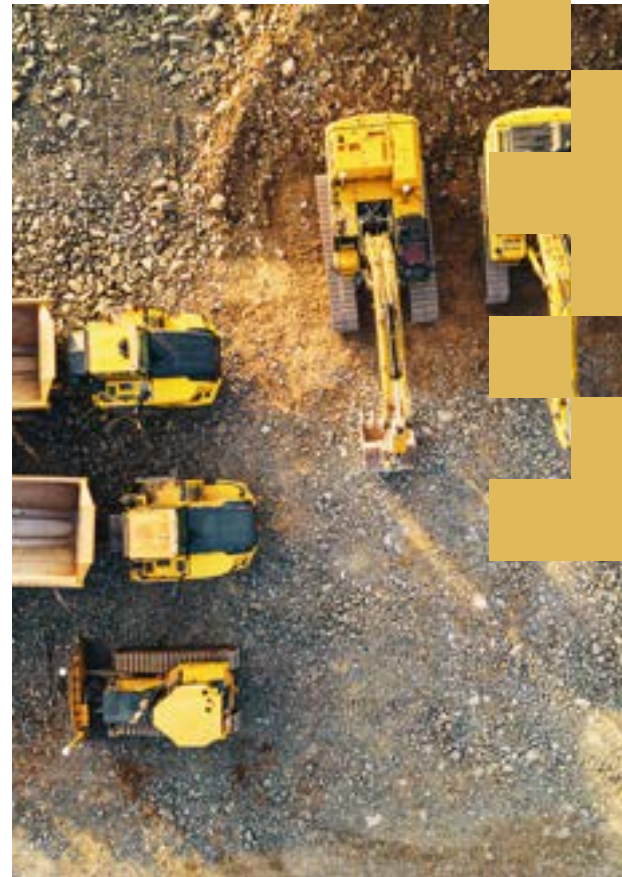
RAPID GROWTH AND LEADING POSITION

Tareeq Alhumam Co. has rapidly grown to become one of Iraq's leading providers of manpower and logistic support services. This success stems from the dedication and expertise of our highly skilled technical and administrative teams, who are committed to meeting the unique needs of every client. Our experienced team ensures that services are provided at the highest possible level to achieve customer satisfaction.

We pride ourselves on maintaining exceptional service standards by offering tailored workforce solutions whenever and wherever needed. The name Tareeq Alhumam is synonymous with reliability, professionalism, and quality, reflecting our unwavering dedication to providing skilled manpower across various industries.

We are dedicated to delivering all our services to customers with international standards and specifications in quality.

The company has received "ISO" certificates in food safety, quality, environmental safety, and safety and occupational health.



VISION



EMPOWERING GROWTH THROUGH MANPOWER EXCELLENCE .

Our vision is to establish Tareeq Al-Humam Co. as a leading provider of manpower recruitment services across all Iraqi governorates. We are dedicated to delivering skilled and qualified personnel, ensuring our clients receive workforce solutions tailored to their operational needs. While manpower recruitment remains our core service, we continue to uphold the highest standards of quality and safety in all logistics support services we offer, in compliance with our ISO certifications.

CUSTOMER ENGAGEMENT AND STAFF DEVELOPMENT

We aim to build strong, lasting relationships with our clients by actively engaging in every aspect of their workforce requirements. This engagement allows us to leverage our strengths and address any potential challenges. Furthermore, we are committed to continually enhancing the skills and capabilities of our team, ensuring that our staff remains at the forefront of industry expertise, providing exceptional service and ensuring customer satisfaction.

MISSION



BUILDING AN INNOVATIVE AND SKILLED WORKFORCE .

Our mission is to develop a highly skilled and innovative workforce, recognizing the critical role human resources play in the success of our clients' businesses. We are committed to recruiting and providing top-tier personnel capable of delivering exceptional service and utilizing modern technologies to meet the evolving needs of Iraq's industries. Our focus is on continuous skill development, adhering to the highest professional and organizational standards to ensure success in every project we undertake.

ENSURING SAFETY AND SECURITY

We prioritize the safety and security of our team, providing the necessary measures and support to ensure they perform effectively in all environments. By fostering a secure workplace, we enable our workforce to deliver the highest quality of service, contributing to our mission of manpower excellence.

GOALS

O1 Deliver Unmatched Manpower Services

We are committed to providing the highest levels of quality in manpower service, meticulously tailored to meet the precise specifications of our customers.

O2 Ensure Customer Satisfaction

Our focus is on maintaining the highest levels of customer satisfaction by delivering reliable, efficient, and responsive service.

O3 Contribute to Society and the Environment

We serve society and the environment both locally and globally, integrating sustainable practices in all our operations.

O4 Boost Team Efficiency through Modern Technology

We aim to increase the efficiency of our workforce by leveraging cutting-edge technologies, ensuring innovation and excellence in our services.

O5 Foster Long-term Customer Relationships

We establish enduring and mutually beneficial relationships with our customers, built on trust and consistent performance.

O6 Offer Competitive Pricing

Our services are implemented at competitive prices, tailored to suit the diverse needs of various sectors, ensuring affordability and value.

O7 Meet Market Demands

We supply services and products that align with the evolving requirements of both domestic and international markets, ensuring relevance and quality.

O8 Drive National Development and Economic Growth

We strive to contribute to the advancement of development and the enhancement of the national economy, playing an active role in driving progress and prosperity.



OUR SERVICES

Tareeq Al-Humam is a fully registered company in both Iraq and the UAE, strategically positioned to serve clients across a variety of sectors, particularly in oil and gas, construction, and industrial development. Our deep understanding of the regulatory, logistical, and operational challenges in the Iraqi environment allows us to deliver tailored solutions that ensure project success in even the most demanding conditions. Below is an overview of our core services, each designed to address the specific needs of businesses operating in Iraq and the broader Middle East.



ENGINEERING SERVICES

In the dynamic and often challenging landscape of Iraq, engineering expertise plays a critical role in the successful execution of large-scale projects. Whether it's developing oil and gas infrastructure or managing the construction of residency projects, our engineering services are designed to meet the highest international standards while being fully adaptable to the unique conditions present in Iraq. Our team of engineers and technical experts brings both regional insight and global expertise, ensuring that each project is completed on time, within budget, and in compliance with all safety and regulatory requirements.



■ PROJECT MANAGEMENT CONSULTANCY (PMC)

Tailored to address the complexities of operating in Iraq's oil and gas fields, as well as large-scale construction projects. From inception to completion, we oversee every aspect of project management, providing the strategic planning, coordination, and oversight necessary for successful project delivery.

OIL AND GAS FIELD PROJECTS

Our PMC services for oil and gas projects focus on maintaining compliance with local laws, optimizing operational efficiency, and mitigating risks, ensuring that projects are delivered safely and effectively in often remote and challenging environments.

RESIDENCY PROJECTS

In Iraq's growing urban centers, residency construction projects are in high demand. Our consultancy services ensure that these projects are planned, executed, and completed to the highest standards, meeting both local building codes and international safety standards.



RESIDENCY FACILITIES MANAGEMENT

Managing residential facilities in Iraq presents unique challenges, from maintaining reliable utilities in regions with unstable infrastructure to ensuring the safety and security of tenants. Our residency facilities management services address these challenges head-on, providing comprehensive solutions that ensure the smooth operation of residential buildings across the country.

MAINTENANCE AND REPAIR SERVICES

Our team provides regular and emergency maintenance services, ensuring that facilities remain operational, comfortable, and safe for residents. We specialize in the maintenance of essential systems, including water supply, electricity, and heating/cooling, which are particularly crucial in Iraq's diverse and sometimes harsh climates.

UTILITY MANAGEMENT

Managing utilities in Iraq requires a nuanced understanding of the local infrastructure, which can be unpredictable. Our services ensure that electricity, water, and waste management systems are operated efficiently, minimizing disruptions and enhancing the quality of life for residents.



■ HEALTH, SAFETY, AND ENVIRONMENTAL (HSE) CONSULTANCY

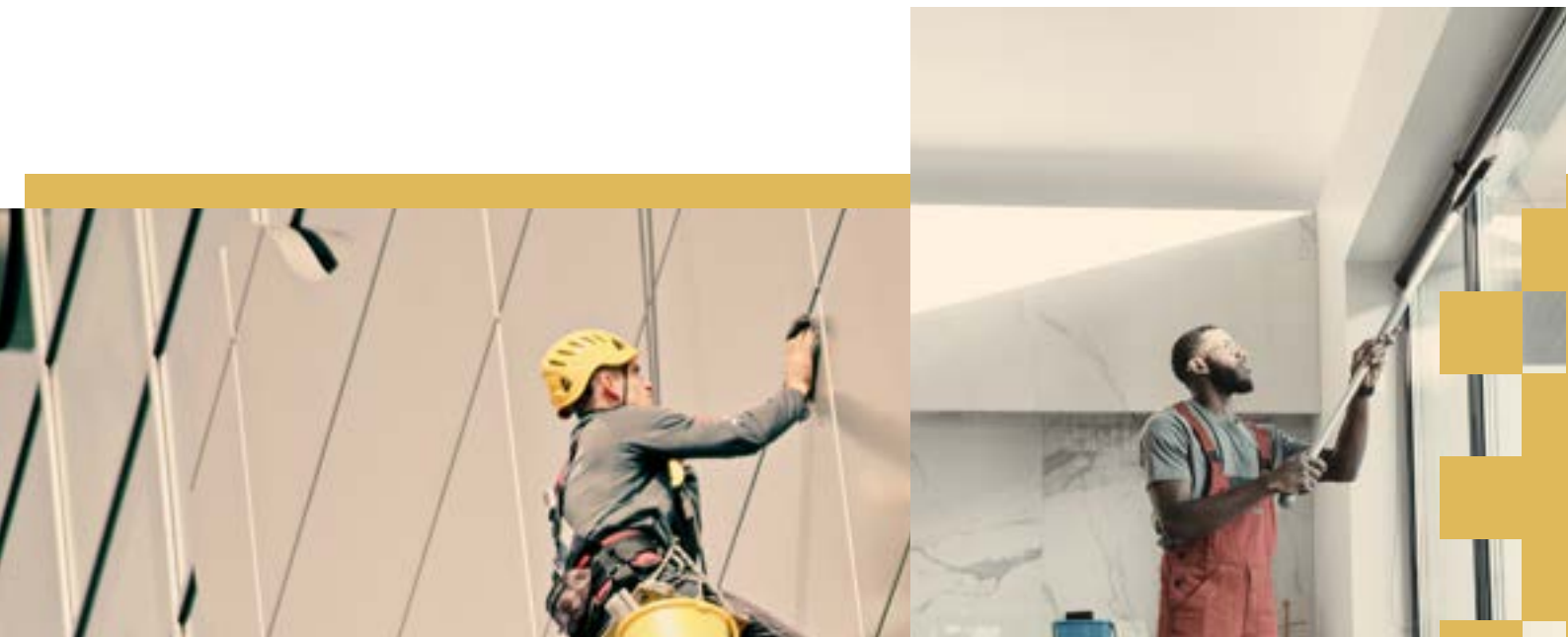
Safety and environmental compliance are critical in industries such as oil and gas and construction, particularly in Iraq, where both local and international standards must be adhered to. Our HSE consultancy services are designed to help clients navigate these complexities, ensuring that all projects are conducted in a manner that prioritizes the health and safety of workers, while minimizing environmental impact.

HSE AUDITS AND RISK ASSESSMENTS

We conduct comprehensive audits and risk assessments to identify potential hazards in the workplace, ensuring that all projects comply with Iraqi and international safety standards.

RISK MITIGATION STRATEGIES

We provide tailored recommendations to help clients minimize risks, improve safety protocols, and ensure compliance with all relevant environmental regulations, which is especially important in Iraq's oil and gas sectors.



MANPOWER SERVICES

Having access to a qualified and flexible workforce is critical to the success of projects in Iraq, where industries like oil and gas, construction, and logistics are rapidly expanding. Tareeq Al-Humam provides end-to-end manpower services that help businesses meet their staffing needs, while also managing the complexities of employment laws, worker mobility, and HR administration in Iraq's unique environment.



■ WORKFORCE MOBILITY & OUTSOURCING

Operating in Iraq often requires companies to quickly mobilize skilled labor to remote or challenging locations. We provide comprehensive workforce mobility and outsourcing solutions, managing everything from recruitment to employment compliance.

OUTSOURCE MANPOWER

We offer scalable manpower solutions across various sectors, including oil and gas and construction. Our outsourced teams are fully vetted, trained, and ready to meet the specific demands of each project, with a particular focus on adhering to local labor laws in Iraq. Our outsourcing services will provide the following:

- 01 We employ your manpower under our company.
- 02 Payment in the form of salary and allowable expenses.
- 03 Dedicated and experienced response team.
- 04 We'll handle all Income Tax and Social Security filings.
- 05 We'll process the expenses.
- 06 We'll handle all contract correspondence.
- 07 We'll handle all individual invoicing requirements.
- 08 Travel, accommodation, telephone and internet bills.
- 09 Our lawyers can handle Visas and residencies.
- 10 Multilingual staff to assist where necessary.

EMPLOYER OF RECORD (EOR)

As an EOR in Iraq, we take on the administrative and legal responsibilities of employment, allowing clients to manage their projects without worrying about compliance. This includes handling payroll, tax filings, and labor law compliance, which can be complex in Iraq's regulatory landscape.

- **Hiring and onboarding:** An EOR will handle the process of hiring and onboarding workers, including verifying employment eligibility, conducting background checks, and preparing employment contracts.
- **Payroll, taxes and benefits:** They can also handle all aspects of payroll, including calculating wages, holiday pay, withholding taxes, and issuing paychecks. This includes payment of benefit packages, expense reimbursement and providing insurance.
- **Compliance with labour laws and regulations:** An EOR will ensure compliance with all laws and regulations, including minimum wage, overtime, and worker safety regulations.
- **Risk management:** They can also help mitigate the risk of legal claims and disputes by handling all employment-related legal and regulatory requirements.



RELOCATION AND IMMIGRATION SERVICESFEATURES

We provide relocation and immigration support, ensuring that workers can move to project sites in Iraq without delays. Our services include obtaining work permits, visas, and managing housing and transportation, all while adhering to Iraqi government regulations.

- **Dedicated Local Team:** A highly personalized team devoted to manage your request from start to finish.
- **One Contact Initiation:** Email info@tah.com.iq to initiate your request. One of our dedicated specialists will contact you soon after your request reaches our inbox.
- **Document Preparation:** We provide customised attention to complete all required documents and application forms with your personal information, so you don't have to go through the hassle.
- **Expedited Delivery:** Expedited delivery of your Residency Permit to take care of your travel schedules.



We're Ready to Bring Bigger
& Stronger Projects

■ INTERNATIONAL RECRUITMENT AGENCY

Our recruitment agency sources top-tier talent for both permanent and temporary positions, ensuring that your projects are staffed with highly skilled professionals. We understand the specific needs of companies operating in Iraq and tailor our recruitment processes to meet those needs.

- **Permanent, Temporary, and Contract Staffing:** We recruit professionals across a wide range of sectors, including engineering, construction, and management. Whether you need staff for short-term contracts or permanent positions, we provide candidates who are qualified and ready to contribute to your projects.
- **Executive Search:** For companies seeking leadership roles, we provide executive search services that focus on finding experienced professionals with the expertise to manage complex operations in Iraq and the UAE.

TRAINING AND DEVELOPMENT

We believe in the power of continuous learning and development, especially in a region where industries are rapidly evolving. Our training programs are designed to equip workers with the skills they need to thrive in sectors such as oil and gas, construction, and logistics

- **Industry-Specific Training:** We offer training programs that cover technical skills, safety protocols, and industry best practices, ensuring that workers in Iraq are fully equipped to perform their roles safely and effectively.

HR CONSULTING SERVICES

We provide tailored HR consulting services to help businesses in Iraq manage their human resources more effectively. From compliance with Iraqi labor laws to developing HR policies, we ensure that companies are able to attract, manage, and retain top talent.

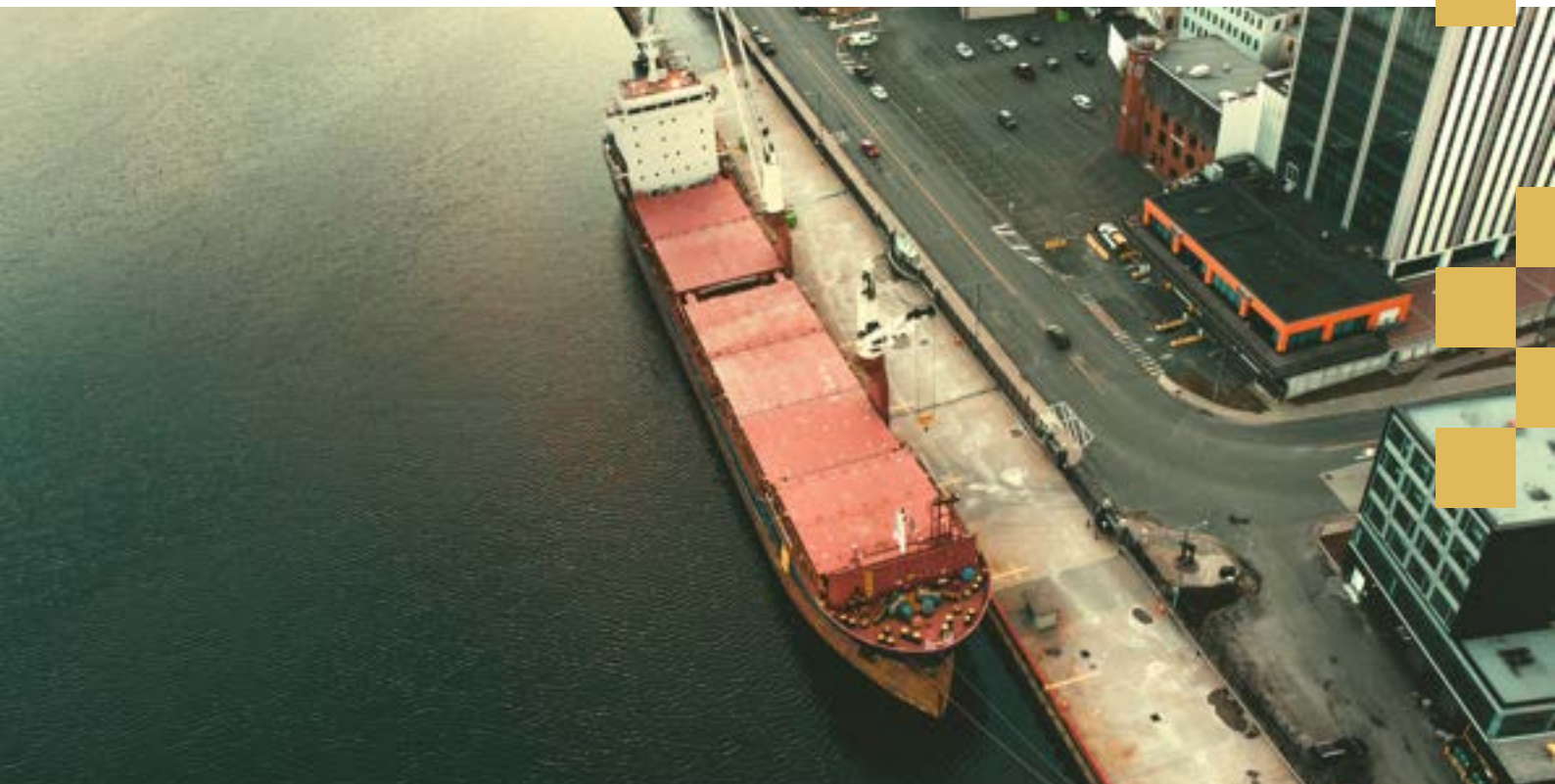
- **Payroll and Benefits Management:** Our payroll services ensure that employees are paid accurately and on time, with full compliance to Iraq's labor regulations. We also manage employee benefits, taxes, and other HR responsibilities.
- **Full Container Load (FCL):** For large-volume shipments, our FCL services provide secure and efficient transportation, minimizing handling times and ensuring that your goods arrive safely.



We are commitment to providing top-tier services and achieving exceptional results for our clients.

LOGISTICS SERVICES

Logistics in Iraq presents unique challenges, from navigating complex regulatory environments to managing transportation across difficult terrain. Tareeq Al-Humam's logistics services are designed to address these challenges, providing comprehensive solutions that ensure the efficient movement of goods, materials, and equipment across Iraq and the broader Middle East. With our strategic registration in both Iraq and the UAE, we are uniquely positioned to offer reliable logistics solutions across the region



■ TRANSPORTATION SERVICES

Our transportation services cover every aspect of logistics, from local deliveries to international shipping. Whether transporting heavy machinery to oil fields or moving materials to construction sites, we ensure that your goods are delivered safely and on time

- **Project Transport:** We provide full project logistics services, managing the transportation of materials for large-scale projects in Iraq. Our team coordinates every detail, from route planning to on-site delivery, ensuring that even in remote or challenging environments, your supplies arrive on time.
- **Vehicle Leasing:** We offer a wide range of vehicles for leasing, including heavy-duty trucks, cranes, and specialized transport vehicles. Whether for short-term use or long-term projects, our leasing services provide flexibility and cost efficiency.
- **Intermodal Transport:** We integrate land, sea, and air transportation for projects that require the seamless movement of goods across multiple regions. This is especially important for cross-border logistics, where coordination between different modes of transport is essential for timely delivery.
- **Full Container Load (FCL):** For large-volume shipments, our FCL services provide secure and efficient transportation, minimizing handling times and ensuring that your goods arrive safely.



PROCUREMENT & GENERAL SUPPLY SERVICES

Sourcing reliable supplies in Iraq can be a complex process, given the country's regulatory and logistical challenges. Our procurement services ensure that businesses have access to the materials and equipment they need, delivered on time and within budget.

- **Sourcing and Supply:** We leverage our extensive supplier network to source high-quality materials, from construction supplies to specialized oilfield equipment. We focus on ensuring that supplies are delivered promptly, even in difficult or remote areas of Iraq.

CAMP MANAGEMENT SERVICES

Operating in remote areas requires a fully functioning camp to house and support workers. We provide turnkey camp management services, covering everything from the construction of camp facilities to the ongoing provision of essential services.

- **Camp Construction and Operations:** We design and build camp facilities that provide safe and comfortable living environments for workers. Once operational, we manage all aspects of camp life, including catering, housekeeping, and maintenance.
- **Utility and Safety Management:** For large-volume shipments, our FCL services provide secure and efficient transportation, minimizing handling times and ensuring that your goods arrive safely.

CERTIFICATES

Our commitment to excellence and adherence to international standards is demonstrated through our various certifications. These certifications recognize our organization's effective management systems and practices in environmental management, occupational health and safety, and other key operational areas.



OUR CERTIFIED ACTIVITIES

- Providing general logistic support, including electric generators, building materials, mechanical procurement, transportation, safety equipment, and customs clearance.
- Ensuring compliance with environmental management standards to minimize our impact on the environment.
- Maintaining a safe and healthy working environment for all employees, adhering to occupational health and safety standards.

These certifications reflect our dedication to quality, safety, and environmental sustainability in all our operations. They assure our clients and partners of our continued commitment to meeting the highest international standards.



This Certificate has been awarded to

 TAREEQ AL-HUMAM

TAREEQ AL-HUMAM FOR TRADING & SERVICES CO. LTD
IRAQ, BAGHDAD, HAY AL-JIHAD 3/24/889

In recognition of the organization's Management System
which complies with

ISO 14001:2015
(Environmental Management System)

The scope of activities covered by this certificate is defined below

**PROVIDING GENERAL LOGISTIC SUPPORT SUCH AS
ELECTRIC GENERATORS, BUILDING MATERIALS,
MECHANICAL PROCUREMENT, TRANSPORTATION,
SAFETY EQUIPMENT AND CUSTOM CLEARANCE**

SYNDICATE OF INTERNATIONAL SYSTEM CERTIFICATIONS

Certificate Number: **SISBALE0820201282**

Date of Issue of Original Certificate: **12.08.2020**

Date of Issue of latest certificate: **12.08.2020**

First surveillance due on: **12.07.2021**

Second surveillance due on: **12.07.2022**

Expiry Date: **11.08.2021**

Re-certification Due on: **12.07.2023**



SYNDICATE OF INTERNATIONAL SYSTEM CERTIFICATIONS


Managing Director

Note: This certificate is valid only if produced with the
continuation letter after the surveillance is carried out successfully.

The Organization's documentation and Implementation has been reviewed and found to comply with the relevant standard rules. This certificate of Registration is based on the evaluation of the mentioned scope given above. Organization is responsible for maintaining the responsibilities of the relevant standard rules. Any significant changes in the scope of the certification or standard referred above render this certificate invalid. This is an accredited certificate issued by SIS Certifications Pvt. Ltd, sanctioned for issue by International Accreditation Services, 3080 Saturn Street Suite 100 Brea, California 92821-1732, USA. Web:- <http://www.siscertifications.co.in>, www.siscertifications.com
The status of this certificate can be verified on "<http://www.siscertifications.co.in>".



Issue No.: 01



This Certificate has been awarded to

 TAREEQ AL-HUMAM

TAREEQ AL-HUMAM FOR TRADING & SERVICES CO. LTD
IRAQ, BAGHDAD, HAY AL-JIHAD 3/24/889

In recognition of the organization's Management System
which complies with

ISO 9001:2015
(Quality Management System)

The scope of activities covered by this certificate is defined below

**PROVIDING GENERAL LOGISTIC SUPPORT SUCH AS
ELECTRIC GENERATORS, BUILDING MATERIALS,
MECHANICAL PROCUREMENT, TRANSPORTATION,
SAFETY EQUIPMENT AND CUSTOM CLEARANCE**

SYNDICATE OF INTERNATIONAL SYSTEM CERTIFICATIONS

Certificate Number: **SISBALQ08202012314**
Date of Issue of Original Certificate: **12.08.2020**
Date of Issue of latest certificate: **12.08.2020**
First surveillance due on: **12.07.2021**
Second surveillance due on: **12.07.2022**
Expiry Date: **11.08.2021**
Re-certification Due on: **12.07.2023**



SYNDICATE OF INTERNATIONAL SYSTEM CERTIFICATIONS


Managing Director

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Issue No.: 01



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 TAREEQ AL-HUMAM

TAREEQ AL-HUMAM FOR TRADING & SERVICES CO. LTD
IRAQ, BAGHDAD, HAY AL-JIHAD 3/24/889

In recognition of the organization's Management System
which complies with

ISO 45001:2018
(Occupational Health and Safety Management System)

The scope of activities covered by this certificate is defined below

**PROVIDING GENERAL LOGISTIC SUPPORT SUCH AS
ELECTRIC GENERATORS, BUILDING MATERIALS,
MECHANICAL PROCUREMENT, TRANSPORTATION,
SAFETY EQUIPMENT AND CUSTOM CLEARANCE**

SYNDICATE OF INTERNATIONAL SYSTEM CERTIFICATIONS

Certificate Number: **SISBALO0820201289**
Date of Issue of Original Certificate: **12.08.2020**
Date of Issue of latest certificate: **12.08.2020**
First surveillance due on: **12.07.2021**
Second surveillance due on: **12.07.2022**
Expiry Date: **11.08.2021**
Re-certification Due on: **12.07.2023**



SYNDICATE OF INTERNATIONAL SYSTEM CERTIFICATIONS


Managing Director

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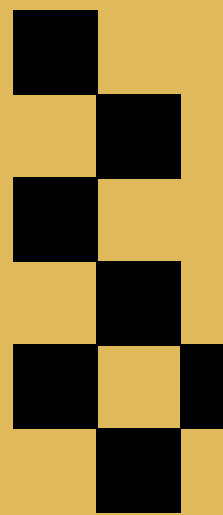
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Issue No.: 01



THANK YOU



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