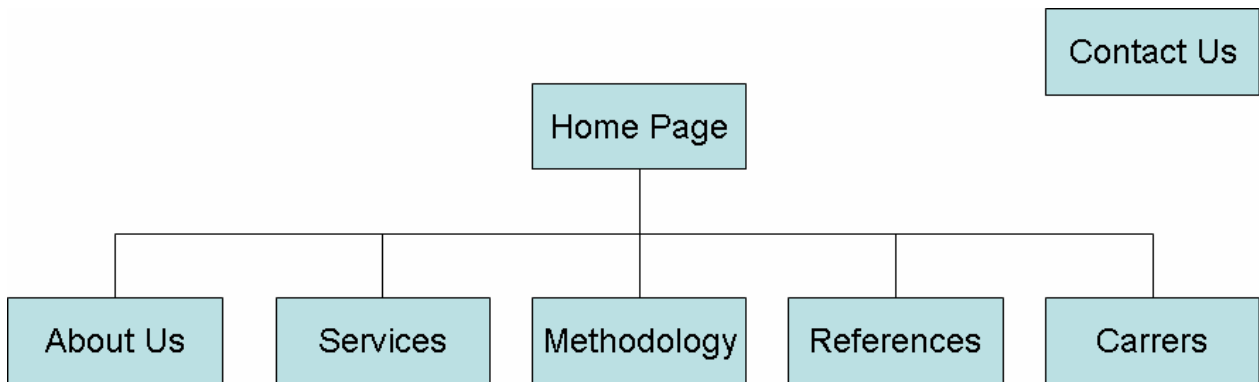




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**Careers** is spelled incorrectly in the box above

# HOME PAGE

## **VISION**

Nimrood Al Rafidain Ltd's ("Nimrood") vision is to be Iraq's leading provider of integrated security solutions.

## **MISSION**

Our mission is to:

- ⇒ Provide the best professionally-managed security services to our customers.
- ⇒ Improve the quality of life of all employees through impartial employment, equal opportunities and continuous professional development.
- ⇒ Achieve acceptable financial returns, thus enabling long-term growth and stability, which maximize shareholder value.

## **VALUES**

At Nimrood, we are committed to:

- ⇒ Putting our customers first.
- ⇒ Valuing people as our most important asset.
- ⇒ Providing unmatched service levels.
- ⇒ Building long-term relationships.
- ⇒ Maintaining the highest standard of quality in the security industry.

# ABOUT US

Nimrood Al Rafidain Ltd was established in Baghdad in 2004 by a group of reputable and respected Iraqi citizens, experts in the field of integrated security solutions. Nimrood was duly licensed by the Iraqi Ministry of Interior later the same year.



Nimrood is able to provide a high level of security because of the founder's long history in conducting intelligence, military and paramilitary operations against the former Iraqi regime, and the lessons in protection and survival that these experiences provided.

Nimrood employs personnel from every religious and ethnic group in Iraq, to include Sunni, Shia, Christians, Kurds and Turkmen, which gives us a tactical and linguistic advantage as well as the ability to operate in every city and region in Iraq.

Nimrood currently employs 1300 men and women, with the capacity to mobilize over 7000 personnel, or more, at any time.

Nimrood bases its business strategy and approach on the success achieved in Iraq over the past five years. We became the leading and preferred security provider for banks in Iraq through the provision of a quality service, based on internationally recognized systems and procedures, as well as consistency in the maintenance of standards.

Nimrood follows a business approach whereby it ensures its customers' needs are thoroughly understood. Standards are set to measure the achievement of objectives, and focus is directed towards critical success factors and innovative and cost-effective solutions, thereby satisfying customer requirements.

We offer superior skills and resources to meet the unique needs of customers who realize that long-term risk management practices are a prerequisite in safeguarding their resources. At Nimrood we adapt a complete approach towards every project. Every solution that we present to a customer is sustainable in terms of strategic assessment, integration, customization and quality.

Nimrood Al Rafidain Ltd systems and procedures are fully aligned with internationally recognized quality management systems. This clearly demonstrates our determination to deliver a superior risk management and loss prevention service to our customers.

# SERVICES

## ***CORE SERVICES***

Our approach is to provide integrated security solutions which include:

⇒ Manned guarding services, the goal of which is to provide solutions towards:

- Loss control
- Fire fighting
- Safety
- First Aid
- Environmental protection

⇒ Alarms and response services

⇒ Occupational and environmental safety, first-aid and emergency services

⇒ Risk audits and surveys



## SPECIALISED SERVICES

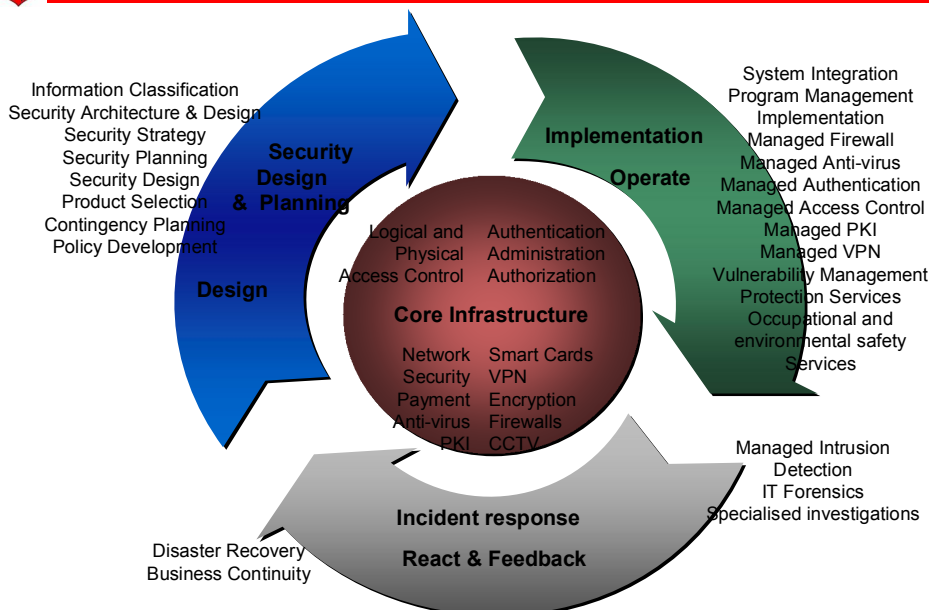
The following specialized services may be applied as part of an integrated solution or as separate products:

- ⇒ Specialized investigations
- ⇒ Integrity assessments and profiling
- ⇒ VIP protection
- ⇒ Security training
- ⇒ De-mining
- ⇒ Cash management services
- ⇒ Customs and excise, and immigration consultancy services

## METHODOLOGY



### *The Total Security Cycle*



*Your partner in resource protection*

## OPERATIONAL MANAGEMENT APPROACH

We have gained invaluable experience in Iraq over the past five years and apply the following principles in our operational approach:

- ⇒ Good and reliable communication systems
- ⇒ Mobility – adequate and reliable means of transport
- ⇒ Customized security systems and internationally recognized procedures
- ⇒ Carefully selected, well trained, professionally managed and supervised manpower
- ⇒ Quality management and supervisory staff
- ⇒ The application of appropriate technology, intelligently integrated with manpower



⇒ Reliable operational intelligence

## ***SITE PROCEDURES***

Prior to commencing our service, we liaise with our client to compile customized site procedures. These procedures contain the detailed duties and responsibilities of all security personnel and form the basis of the service quality measurement.

## ***SHIFT SYSTEM***

We prefer to apply the internationally recognized three-shift system of 12-hour shifts. This allows for adequate rest, re-training and traveling time for security officials.

The system has the advantage that security officers are well rested and therefore more vigilant when performing their duties. That said, we are flexible in our approach and will meet the requirements of our customers.

## ***SUPERVISION***

At Nimrood, we place high importance on supervision to ensure the operational effectiveness of security officials. It is our objective to ensure that correctly trained and responsible supervisory staff attend to the supervision of the guard force.

All supervisory functions are carefully planned and coordinated to ensure the constant involvement of all levels of supervisory staff. Detailed records are kept of all visits, and records will be evaluated on a daily basis to ensure compliance with agreed-upon service standards.

## ***UNIFORMS AND EQUIPMENT***

Security officials will be equipped with appropriate uniforms that will allow them to perform their duties in all weather conditions. All supporting equipment to ensure the safety of our staff is regarded as standard issue. Flash-lights, batons and handcuffs will be available on all sites. If a customer requires any special or additional equipment, this can be provided by prior arrangement.

All sites will be equipped with guard monitoring systems to guarantee effective and around-the-clock monitoring of officials on duty.

## ***COMMUNICATION***

Nimrood manages its operations from well-established and fully equipped control centers that cover its entire operation on a 24-hour basis. Radio communication is maintained with all sites and security officials are continuously monitored to ensure the most effective reaction in crisis and emergency situations.

Managers maintain regular contact with our customers on a regular basis in both an informal and a formal manner. Formal monthly meetings are held between our management and our customers to assess and evaluate the performance and quality of the security service and to ensure corrective measures are taken where appropriate.



## **RISK ANALYSIS**

Before commencing services, a detailed risk analysis will be conducted of all premises to determine the risk, and to provide our customers with expert advice on how the potential risks can be reduced, minimized or managed. Quarterly surveys will be conducted to update the risk profile of each site.

## **TECHNOLOGY**

Nimrood applies appropriate technology to enhance operational effectiveness and to ensure that sufficient control is exercised over security officials deployed on sites.

Our technology experts, who will evaluate the specific requirements, can meet our client's technology requirements by providing professional advice and the project management of installations on behalf of a customer. This ensures that the most cost-effective and appropriate solution is applied.

## **PURCHASING POLICY**

Nimrood's policy is to make use of local suppliers as far as possible, and items will only be imported if local suppliers cannot satisfy requirements. However, we understand that some severely equipment is manufactured overseas and in order to obtain this advanced equipment, we will bring this equipment from overseas.

## **SOCIAL RESPONSIBILITY**

As a company we accept our social responsibility towards our employees and the communities in which we operate.

## **CORPORATE GOVERNANCE**

Nimrood's corporate governance policies are based on the principles of:

- ⇒ Impeccable business ethics;
- ⇒ Well-structured corporate governance with scope for empowerment and accountability at the lowest level;
- ⇒ Adherence to industry and prevailing statutory and regulatory requirements;
- ⇒ Acknowledgement of our social responsibility towards personnel and the community where business is conducted.

# **CAREERS**

## **MANAGEMENT APPROACH**

At Nimrood, we strive to be the preferred service provider and employer in the Iraqi security risk management industry. Long-term growth and stability depend on satisfied customers and committed personnel, working in a value-added partnership of shared objectives and values.

Our commitment to customers is to:

- Deliver superior innovative services to minimize their risk and maximize their financial rewards;



- Promote a professional working relationship with our customers;
- Adhere to the highest standards of business ethics and inter-disciplinary and prevailing regulatory requirements.

## ***HUMAN RESOURCES MANAGEMENT***

Nimrood regards its employees as its most valuable asset. Service benefits and conditions of employment exceed the statutory norms and management principles are based on internationally accepted labor practices. Nimrood makes significant investments in the development of people and strives to improve the quality of life of all its employees through the creation of equal opportunities. We encourage and offer participation in skills advancement opportunities.

## ***RECRUITMENT AND SELECTION***

At Nimrood we believe that the success of a service provider relies not only on attracting quality personnel, but also on selecting people best suited to each customer's individual needs.

Potential candidates on all levels are subjected to scientific and psychometric evaluation which includes two processes:

- ⇒ An integrity assessment process which is aimed at identifying any potential detrimental behavior.
- ⇒ A profiling process aimed at determining the compatibility of a prospective or existing employee with the requirements of a specific position, as well as with a specific company in a specific country.

Only successful candidates are allowed to proceed with training. Employees earmarked for supervisory and managerial appointments are also subjected to additional evaluation.

## ***TRAINING AND SITE INDUCTION***

Our purpose is to provide properly selected, trained and committed security officials who abide to shift schedules, who are alert, neat in appearance and capable of responding to instructions as specified in jointly prepared site instructions.

Training and development at all levels are regarded as essential in the delivery of a quality service to customers. Before working on any customer's site, all personnel undergo a formal induction program that familiarizes them with the site procedures and the specific requirements of the customer.

Training includes security techniques and procedures, communication, conducting of searches and checks, access and egress patrols, use of force and powers of arrest, firearm training, basic criminal law, emergency procedures, fire fighting, first aid, health and safety procedures, loss control, investigations, control-room surveillance training, leadership and supervision and management development training.

Specific and focused training applicable to a particular industry, depending on the typed customer letter will be presented to ensure that security officials are competent to meet customer and industry requirements.



The security training curricula of Nimrood Al Rafidain is based on internationally accepted security practices.

## REFERENCES

Our past experience in providing services to leading enterprises enables us to focus our business on installations and premises of strategic and commercial importance, and in particular the following:

- ⇒ Oil and gas
- ⇒ Engineering and construction
- ⇒ Ports of entry – harbors and airports
- ⇒ Bottling
- ⇒ Financial institutions
- ⇒ Hotel and leisure
- ⇒ State and government-owned institutions
- ⇒ Installations and institutions of national importance (key points)

## CONTACT US

If you have any questions about our services, or require additional information, please contact us directly.

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