

SHARETEAH HUMANTRIAN ORGANIZATION

Annual Report

2025



SHARETEAH HUMANITARIAN ORGANIZATION (SHO)

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Mechanical Assistant clearance work- Mosul. Al Jmhore Hospital

Message from the Executive Director

the legacy of conflict continues to affect thousands of families. Landmines, unexploded ordnance (UXO), and explosive remnants of war remain a serious threat in many locations, particularly in governorates that experienced intense violence. These hidden dangers not only cause tragic injuries and loss of life, but also prevent displaced families from returning home, restrict access to agricultural land, and slow reconstruction and development. Throughout 2025, Shareteah Humanitarian Organization (SHO) remained firmly committed to supporting Iraq's recovery through professional, safe, and accountable mine action operations. Working in close coordination with the Iraqi Directorate of Mine Action and in compliance with the National Mine Action Standards (NMAS) and International Mine Action Standards (IMAS), our teams carried out survey, clearance, and risk education activities, with a strong focus on Ninewa Governorate and surrounding districts.

Every task completed represents more than land cleared. It represents renewed opportunity: farmers can safely cultivate their fields, children can walk to school without fear, and families can rebuild their homes and livelihoods with confidence. Our risk education sessions have continued to play a critical role in raising awareness among women, men, and children, helping communities recognize and avoid explosive hazards

Ismat Selevany
Executive Director
Shareteah Humanitarian Organization (SHO)
Duhok, Iraq



I am proud of the dedication, discipline, and professionalism demonstrated by our demining teams, risk education facilitators, and support staff throughout the year. Their commitment to safety and humanitarian principles has helped SHO maintain a strong safety record while operating in complex and high-risk environments.

We extend our sincere gratitude to our donors, partners, and government counterparts whose trust and collaboration enable us to continue this vital work. Through coordinated efforts, we have strengthened our operational capacity and expanded our reach in affected communities.

While significant progress has been achieved, contamination remains a challenge in several parts of Iraq, and the need for sustained mine action support continues. SHO remains determined to contribute to a safer, more stable, and more resilient Iraq, where communities can live, work, and thrive free from the threat of explosive hazards.

Looking ahead, we hope to expand SHO's work to other countries soon, sharing our expertise and impact where it is most needed.

Together, we are helping to restore safety, dignity, and hope across Iraq. Sincerely,

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Our Impact

Since 2019



Searcher during the clearance work- Sinjar

Land Released

12,881,385 SQM

clearance, TS, reduce
7,471,284

NTS cancellation
5,410,101

Risk Education EORE

252,138

Education, Protection

19,928

Explosive Item Destroyed

26,745

Budget Received

14,628,467.79

USD

Mechanical Assistance

77,740 Cubic meter

From Contamination to Recovery

SAFE LAND, SECURE FUTURE

Enabling Safe Return

Mine action activities have created the conditions for displaced families to return home, reclaim their land, and restore their communities.

Revived Livelihoods

Previously contaminated land is now productive again, enabling farmers to cultivate crops and pastoralists to graze their animals in safety.



Restoring Safety and Confidence

families now move freely without fear, allowing children to play safely and communities to rebuild their daily lives.

Strategic Direction 2025–2030

From 2025 to 2030, Shareteah Humanitarian Organization (SHO) will work to consolidate its position as a leading and trusted Iraqi organization in the field of mine action, while pursuing a deliberate and responsible expansion beyond national borders. Having accumulated strong operational experience in landmine and unexploded ordnance clearance, risk education, and community recovery support across Iraq, the organization is committed to enhancing its technical capacities, developing its institutional governance, digital systems, environmental responsibility, and long-term financial sustainability. Our strategy focuses on protecting civilians, restoring safe land for development purposes, and contributing to stability and resilience in conflict-affected environments.

At the same time, as a national organization seeking regional expansion, SHO recognizes the significant organizational, administrative, and political challenges that local NGOs face when attempting to register and operate in other countries. Lengthy and complex licensing procedures, multiple compliance requirements, and bureaucratic hurdles often delay or hinder the implementation of life-saving interventions. We believe that national organizations deliver effective humanitarian responses thanks to their field expertise, understanding of the local context, and cost efficiency—an approach that requires support, facilitation, and constructive partnerships from host governments, international donors, and major international organizations to enable responsible expansion.

SHO's 2025–2030 strategy reflects a realistic ambition that balances measured expansion with adherence to international standards, advocates for the empowerment of national organizations in global humanitarian action, and remains firmly rooted in our core mission: saving lives and restoring hope.



ABOUT THE ORGANIZATION

The Shareteah Humanitarian Organization (SHO) was established in 2016 as a national humanitarian organization operating in Iraq. It aims to support communities affected by landmines and explosive remnants of war through the implementation of mine action programs and integrated community-based interventions. The organization contributes to achieving tangible humanitarian impact and saving lives through risk reduction activities, mine risk education, and capacity-building initiatives, in cooperation with local and international partners to promote safety and community development. During 2025, the organization continued to implement survey, clearance, and mine risk education activities, enhancing civilian safety, supporting the protection of lives and livelihoods, and contributing to empowering affected communities to achieve safe and sustainable recovery.

MISSION

“Enhancing safety and development through humanitarian activities related to landmine issues, including risk awareness, mine clearance, and providing education to individuals affected by conflicts”

VISION

“A world where people can thrive in a safe environment, free from the dangers of unexploded ordnance from war”

CORE OPERATIONAL ACTIVITIES

- 01 Non-Technical Survey (NTS)
- 02 Technical Survey (TS)
- 03 Manual Mine Clearance
- 04 Mechanical assistant
- 05 Battle Area Clearance (above and below surface)
- 06 Improvised Explosive Device Disposal (IEDD)
- 07 Mine Risk Education (EORE)

Our Values

Integrity and Excellence

We are committed to professionalism, accountability, and transparency, and strive to achieve the highest standards in all aspects of our work, to ensure the best service is provided to the communities we support.

Diversity and Inclusion

We work to build bridges of communication among all individuals, with a focus on enhancing empowerment and inclusive participation, without discrimination based on gender, race, age, religion, or nationality, with the aim of achieving justice and equality in all our programs and initiatives.

Community-Centered Approach

We believe that local communities are the primary partners in achieving sustainable change. We work to actively engage communities in planning, implementation, and decision-making processes, thereby strengthening local ownership and ensuring the sustainability of outcomes.

Partnership and Collaboration

We are committed to building trust-based and complementary partnerships with government authorities, humanitarian organizations, donors, and local and international partners to enhance humanitarian impact and expand the scope of response.



Programmes and Projects Implemented in 2025

In 2025, SHO continued to implement humanitarian mine action interventions aimed at protecting civilians and reducing the risks posed by explosive remnants of conflict. Activities focused on survey, clearance, and mine risk education, contributing to enhanced community safety and supporting safe return. All interventions were implemented in coordination with relevant authorities and in full compliance with national standards and International Standards. The following section presents an overview of the key projects implemented during the reporting year:

I-Project Title: Provision of Explosive Hazard Management (EHM) in Iraq - Ninewa Governorate, Sinjar City and Environs.

Donor: UNOPS/UNMAS

Location: Sinjar and Surrounding Areas, Ninewa Governorate

Programme: Mine Action

Project Activities: Mine Risk Education on the dangers of landmines and explosive remnants of war (ERW), Non-Technical Survey (NTS), and clearance of explosive remnants of war (ERW).



2-Project Title: Provision of Explosive Hazard Management (EHM) in Iraq (Ninewa Governorate) - Mosul City & Environs.

Donor: UNMAS

Location: Ninewa Governorate – Iraq

Programme: Mine Action

Project Activities: Mine Risk Education on the dangers of landmines and explosive remnants of war (ERW), Non-Technical Survey (NTS), and clearance of explosive remnants of war (ERW).



3_Project Title: contribute to a safer Sinjar by conducting Explosive Ordnance Clearance and Risk Education through the capacity strengthening of the local NGO SHO.

Project Background: The project scope was expanded in cooperation with the French Ministry of Europe and Foreign Affairs, and in partnership with H.A.M.A.P Organization, representing a significant strategic step to reach additional conflict-affected areas and to enhance the overall humanitarian impact of the project.

Donor: French Ministry of Europe and Foreign Affairs and the Belgium kingdom.

Location: Sinjar District, Ninewa Governorate

Programme: Mine Action

Project Activities: Mine Risk Education on the dangers of landmines and explosive remnants of war (ERW), Non-Technical Survey (NTS), and clearance of explosive remnants of war (ERW).



4_ Project Title: Non-Technical Survey (NTS) and Explosive Ordnance Risk Education (EORE) for Host Communities and Returnees: Training Community Focal Points (CFPs) in Ninewa Governorate.

Donor: Mine Advisory Group (MAG)

Location: Ninewa Governorate – Iraq

Programme: Mine Action

Project Activities: Mine Risk Education on the dangers of landmines and explosive remnants of war (ERW), and Non-Technical Survey (NTS).



Our Teams



8 Manual Clearance Teams

7 Risk Education Teams EORE/NTS

2 Mechanical Assistant Teams



Cross-Cutting Commitments and Institutional Standards

Field Safety and Security:

Safety remains a core operational priority across all SHO field activities. Throughout the reporting year, structured risk assessments were conducted prior to deployment, and safety briefings were routinely delivered to operational teams. All clearance personnel underwent medical fitness verification prior to contract finalization, ensuring compliance with national labor requirements and operational safety standards.

Personal protective equipment (PPE), field supervision, and incident reporting mechanisms were consistently applied. Where incidents or near-misses occurred, internal reviews were conducted to identify lessons learned and strengthen preventive measures.

SHO continues to uphold a “Do No Harm” approach, ensuring that operational activities protect both field teams and the communities they serve.



Gender Equality and Inclusive Participation

SHO remains committed to ensuring equitable access to services and meaningful participation across all awareness and operational activities. During the year, awareness sessions were designed to ensure safe and inclusive engagement for women, men, girls, and boys.

The organization continued efforts to strengthen women's participation not only in community outreach roles but also in administrative and technical functions. Gender-disaggregated data was collected to better understand participation trends and improve programming responsiveness.

Internally, SHO maintained equal opportunity principles in recruitment, promotion, and workforce management, reinforcing a culture of fairness and inclusion.



Environmental Protection:

Mine clearance and explosive remnants of war (ERW) operations inherently contribute to environmental safety by removing hazardous materials and metallic debris from contaminated land. During the reporting period, cleared areas were returned for safe agricultural use, grazing, and community activity.

Operational teams applied environmental risk mitigation measures to minimize unnecessary soil disturbance and ensure responsible handling of waste materials. SHO recognizes that environmental stewardship is closely linked to community recovery and long-term sustainability.



Compliance, Governance, and Accountability

SHO maintained full adherence to International Mine Action Standards (IMAS), donor contractual requirements, and applicable national labor legislation throughout the year.

All staff members are bound by the organization's Code of Conduct, Safeguarding Policy, and Zero-Tolerance approach to Sexual Exploitation and Abuse. Regular internal communication reinforced professional standards, ethical behavior, and reporting responsibilities.

The organization continued to operate structured complaint and reporting mechanisms accessible to both staff and community members. Where concerns were raised, they were handled through documented review and resolution processes in line with internal procedures.

Through these mechanisms, SHO promotes transparency, integrity, and responsible stewardship of resources.



Child Protection and Community Safeguarding

Protecting children and vulnerable individuals' remains central to SHO's mission. Risk education activities delivered during the year included age-appropriate messaging tailored to children's specific exposure risks in contaminated areas.

Safeguarding principles were embedded into program delivery to ensure that all interactions with beneficiaries are conducted in a safe and respectful manner. Staff members are obligated to report any concerns related to abuse, exploitation, or misconduct, and awareness of reporting channels continues to be reinforced internally and externally.

Through these efforts, SHO works to reduce risk exposure while strengthening protective behaviors within affected communities.



2025 IN NUMBER

Total area cleared (m2) – manual and mechanical assistance	
Clearance m2	1207093
TS m2	192981
Reduce m2	606123
land relise M2	2,006,197
Mech m3	23630

Number and type of explosive hazards destroyed (AP mines, AT mines, ERW, IEDs)	
IED	452
UXO	19793
Fuse	17
Mine	2
total	20264

Number of hazardous areas (HAs) cleared	
HA Completed	28
Spot Task Completed	90

Number of risk education beneficiaries disaggregated by male/female	
Boys	10,314
GIRLS	8,363
Men	3,036
Women	5,539
Total	27,252
Total materials distributed	46,492

Number of NTS and TS tasks completed	
NTS conducted (field)	34

Number of external QA visits conducted	
external QA visits conducted	14

Number of risk education sessions conducted	
Sessions	2,617

Financial Summary – 2025

During 2025, the Finance Department effectively managed funds and expenditures for four projects funded by HAMAP, MAG, and UNMAS, adhering to established financial policies with strong oversight and transparency. The projects varied in scope, focusing on mine awareness and clearance activities.

Project HAMAP – IQ2024-01:

This project focused on mine risk awareness and related educational activities in Sinjar, Mosul. Total funds received amounted to USD 54,150.00, with expenditures reaching USD 61,868.73. Spending was aligned with approved awareness activities and operational needs.

Project MAG – DT3030:

Dedicated to mine risk awareness programs in Sinjar, Mosul, this project received USD 43,310.00 and recorded expenditures of USD 73,430.28. Expenditures were managed in line with the approved budget and donor requirements.

Project UNMAS – IRQ/UNMAS/23441/2023/001:

This project involved mine awareness combined with mine clearance activities in Talafaar, Mosul. Funds received totaled USD 1,550,336.17, with expenditures of USD 1,803,435.01. All financial transactions complied fully with established policies and audit standards.

Project UNMAS – IRQ/UNMAS/23441/2024/001:

This project involved mine awareness combined with mine clearance activities in Talkaif, Mosul, this project received USD 1,914,092.00, and expenditures amounted to USD 1,754,068.29, demonstrating effective budget management aligned with the nature of the field activities.

Overall, these awareness and clearance projects were managed in strict accordance with internal policies, donor requirements, and audit standards. This underscores the Finance Department's capacity to support complex humanitarian and field operations with strong financial governance and accountability.

FINANCE DEPARTMENT ACHIEVEMENTS - 2025

The Finance Department achieved significant progress and measurable improvements during 2025, demonstrating strong governance, efficiency, and leadership across the organization. Key achievements include:

- **Reduction in Cash Payments**

Successfully reduced cash transactions from 25% to approximately 7%, transitioning payments to more secure and controlled methods such as cheques, bank transfers, and hawala, thereby enhancing financial control and transparency.

- **Policy and Procedure Enhancement**

Reviewed, updated, and improved finance policies and procedures to better align with operational realities, regulatory requirements, and best practices.

- **Strengthening the Finance Team**

Built a strong and well-structured finance department, positioning it as one of the top-performing departments within the organization through improved capability, accountability, and teamwork.

- **Successful Audit Preparation and Results**

Prepared and completed audits for 2023 and 2024 during 2025 covering multiple projects. All audit reports received very positive results, confirming that financial operations were compliant with established policies and demonstrating the department's strength and readiness for audit requirements.

- **Training and Cross-Department Awareness**

Delivered training and awareness sessions to other departments on finance operations and audit processes, ensuring broader organizational understanding of financial controls, compliance, and the role of the Finance Department.

- **Improved Financial Reporting and Management Support**

Enhanced the quality and timeliness of financial reports, providing management with accurate and reliable financial information to support better decision-making and strategic planning.

- **Additional Achievements**

Implemented continuous improvements in financial controls, coordination with other departments, and overall financial governance, contributing to enhanced organizational performance.

Summary of Funds Received and Expenditure – 2025

xm company 2000USD

The table below presents the total funds received and actual expenditures during 2025 for each project, reflecting effective financial management, transparency, and compliance with approved budgets.

Summary of all projects - 2025				
#	Donor	Donor	Fund Received	Total Expenditures
1	HAMAP	IQ2024-01	\$ 54,150.00	\$ 61,868.73
2	MAG	DT3030	\$ 43,310.00	\$ 73,430.28
3	UNMAS	IRQ/UNMAS/234 41/2023/001	\$ 1,550,336.17	\$ 1,803,435.01
4	UNMAS	IRQ/UNMAS/234 41/2024/001	\$ 1,914,092.00	\$ 1,754,068.29
Total			\$ 3,561,888.17	\$ 3,692,802.31

Organizational Structure and Institutional Governance

Shareteah Humanitarian Organization (SHO) implements its humanitarian mandate through a structured and policy-driven operational model that integrates institutional governance, strategic planning, and field implementation in full compliance with national legislation and internal procedures.

At the governance level, the Director and Management Team provide strategic oversight, ensure accountability, and guide organizational direction in accordance with SHO's HR Policy (SHO.HR.PO.01), Safeguarding Policy (SHO.SG.PO.01), and Preventing Sexual Exploitation and Abuse (PSEA) Policy . Institutional systems are designed to uphold transparency, equal opportunity, and non-discrimination in line with Iraqi Labour Law No. 37 of 2015 . Operational implementation is carried out by specialized technical teams responsible for survey, clearance, explosive ordnance risk education (EORE), and safe disposal activities. These teams operate under clearly defined Terms of Reference, employment contracts, and compliance obligations as outlined in the Hiring Procedure (SHO.HR.PR.02) and related HR procedures.

To ensure integrity and protection standards across all operations:

All staff sign a Non-Disclosure Agreement (NDA) to safeguard confidential and beneficiary information .

All personnel adhere to SHO's Code of Conduct and zero-tolerance safeguarding commitments .

Reporting and accountability mechanisms are in place to ensure ethical conduct, complaint management, and protection of vulnerable groups.

Financial, logistics, and administrative systems function as enabling pillars of program delivery. These systems are structured to ensure:

Proper resource allocation and donor compliance

Internal control and documentation standards

Risk mitigation and safeguarding integration

Timely support to field operations

Through this integrated model, SHO ensures that strategic decisions translate into measurable field results, reinforcing humanitarian impact, operational accountability, and long-term sustainability in affected communities.



2025 Donors & Supporting Partners

The organization expresses its sincere appreciation to its donors who, during 2025, constituted a fundamental pillar in enabling Charity Humanitarian Organization to implement its humanitarian programs and advance its strategic priorities. Their financial and technical support throughout the year ensured the continuity of field operations, the expansion of interventions, and the implementation of mine clearance, risk education, and community protection activities in accordance with internationally recognized standards. This support significantly strengthened the sustainable humanitarian impact on affected communities and was reflected in a strategic partnership founded on a shared vision of protecting lives, supporting recovery, and promoting community stability.



**MINISTÈRE
DE L'EUROPE
ET DES AFFAIRES
ÉTRANGÈRES**

*Liberté
Égalité
Fraternité*



KINGDOM OF BELGIUM
Federal Public Service
**Foreign Affairs,
Foreign Trade and
Development Cooperat**



HAMAP
HUMANITAIRE

The organization affirms its appreciation for the partnerships established in previous years, which have formed a strategic pillar in its institutional journey and strengthened its operational effectiveness at the national level. It also expresses its gratitude for the support provided by previous donors, which played a key role in enhancing its technical and administrative capacities, expanding its interventions, and reinforcing the sustainability of its programs in service of affected communities in line with quality and transparency standards, and further values its constructive cooperation with the Directorate of Mine Action as the national authority responsible for regulating mine action activities, ensuring compliance with national frameworks and strengthening effective planning and field implementation.



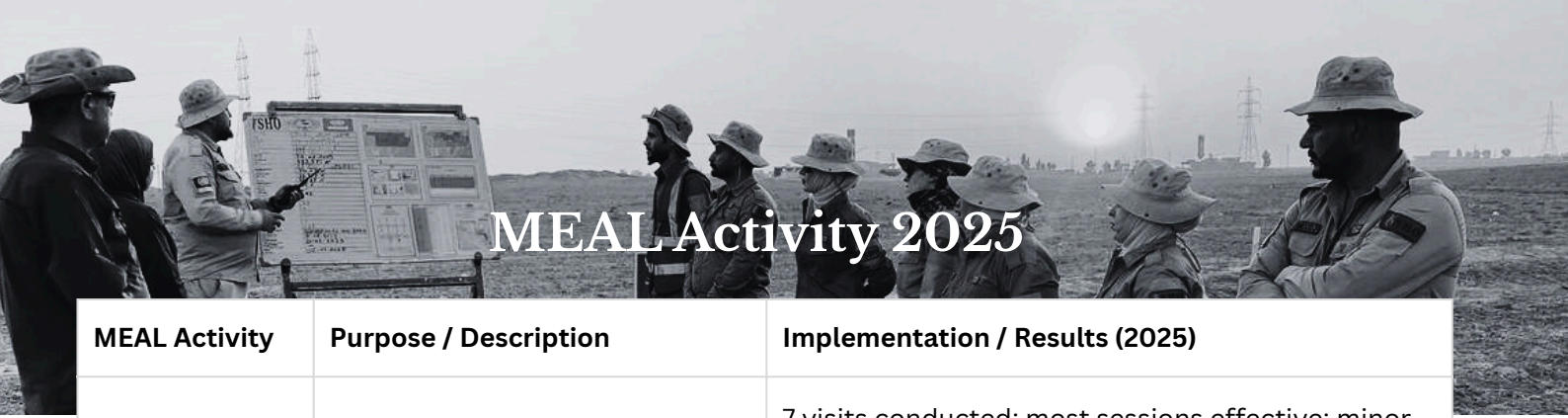
Monitoring, Evaluation, Accountability, and Learning

The MEAL (Monitoring, Evaluation, Accountability, and Learning) department at SHO is led by two dedicated women officers who ensure the quality, effectiveness, and accountability of all projects. The team conducts field monitoring visits, post-activity surveys, case studies, and impact assessments, while managing data collection, analysis, and reporting.

They oversee accountability mechanisms, incident tracking, and continuous data verification to safeguard community interests and uphold transparency. By developing standardized policies, procedures, and digital tools, the MEAL department supports evidence-based decision-making, enhances operational efficiency, and ensures that SHO's interventions

achieve measurable humanitarian impact.





MEAL Activity 2025

MEAL Activity	Purpose / Description	Implementation / Results (2025)
Field Monitoring Visits	Observe EORE sessions and verify quality	7 visits conducted; most sessions effective; minor issues noted (random beneficiary distribution, long intervals between sessions, inclusion of children under 5). Findings documented and corrective actions taken.
Case Studies	Capture qualitative evidence and community perspectives	9 case studies covering project outcomes and community experiences.
EORE Post-Surveys	Assess knowledge improvement and program impact	Conducted in May and June 2025 to measure participant learning and session effectiveness.
Pre/Post Clearance Impact Assessment	Measure social and economic impact of cleared land	Data collected and analyzed to understand community benefits from land release.
Monthly / Quarterly Reports	Provide analytical updates for management	Quarterly reports summarizing monitoring findings, data analysis, and recommendations produced.
Policies and Procedures	Strengthen MEAL systems and documentation	MEAL policies developed; templates standardized to improve monitoring, evaluation, accountability, and learning processes.
Accountability Mechanisms	Ensure transparency and safe feedback	Complaints box and hotline activated; community members can report concerns or suggestions.
Incident Tracking	Monitor operational incidents	Incident Tracker implemented to record and follow up on issues as needed.
Continuous Data Monitoring	Verify and validate field data	MEAL team continuously reviewed submitted data for accuracy, consistency, and proper documentation.
Data Collection Tools & Methodologies	Improve efficiency and reduce errors	KoBo Toolbox forms used; monitoring checklist upgraded from paper to digital format.
Project Annual Tracker	Track project progress comprehensively	Monitors lost days, activity progre



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