

Islamic Policy

Policy Name	Islamic Policy
Policy Number	HRM-IP

	Print Name	Role	Signature
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Policy Owners	HRM Compliance Team
Key Responsibilities	<ul style="list-style-type: none"> - Chairman - Trustees - Managers - Staff and Volunteers

1. Introduction

Human Relief Mission (HRM) is a non-profit organisation dedicated to alleviating human suffering and promoting well-being in accordance with the principles of Islam. Founded on the values of compassion, justice, and solidarity, HRM seeks to make a positive impact on the lives of those in need, both locally and globally.

1.1 Mission and Vision

HRM's mission is rooted in the teachings of Islam, which call for compassion and service to humanity. The organisation envisions a world where individuals, regardless of their circumstances, have access to essential needs such as food, healthcare, education, and a dignified standard of living. This mission is inspired by Islamic principles that emphasise the importance of social justice and caring for the less fortunate.

1.2 Commitment to Islamic Principles

HRM is unwavering in its commitment to Islamic principles and values. The organisation operates with a deep sense of responsibility to adhere to the ethical standards prescribed by Islam in all its endeavours. HRM recognises that its work is not merely a charitable endeavour but a fulfilment of Islamic obligations to support those in need and contribute to the betterment of society.

1.3 Compliance with UK Laws

While rooted in Islamic principles, HRM operates within the legal framework of the United Kingdom. The organisation is committed to compliance with all relevant laws and regulations, recognising the importance of transparency, accountability, and good governance. HRM collaborates with legal advisors to stay informed about changes in legislation that may impact its operations.

1.4 Inclusivity and Diversity

HRM embraces the Islamic values of inclusivity and diversity. The organisation is open to engaging with individuals from all walks of life, irrespective of their backgrounds or beliefs. HRM recognises the shared humanity that unites people and seeks to build bridges of understanding, cooperation, and mutual respect among diverse communities.

1.5 Purpose of the Islamic Policy

This Islamic Policy serves as a guiding document that articulates HRM's commitment to Islamic principles while ensuring compliance with UK laws. The policy outlines specific areas where Islamic values influence HRM's operations, including Zakat distribution, halal practices, ethical investment, gender sensitivity, and community engagement.

1.6 Collaboration with Stakeholders

HRM values collaboration with stakeholders, including donors, partners, and the broader community. The organisation seeks to foster meaningful partnerships based on shared values and a mutual commitment to humanitarian principles. HRM believes that collaborative efforts are essential to achieving sustainable positive impact.

1.7 Acknowledgment of Divine Mercy

In all its activities, HRM acknowledges the importance of seeking the pleasure of Allah (SWT) and relies on His mercy and guidance. The organisation recognises that its ability to make a positive impact is a divine trust, and it endeavours to carry out its mission with sincerity, humility, and gratitude for the opportunities to serve.

1.8 Continuous Reflection and Improvement

HRM is committed to continuous reflection and improvement. The organisation recognises that evolving challenges and opportunities require a dynamic approach. HRM actively seeks feedback, conducts self-assessments, and engages in regular reviews to enhance its effectiveness and responsiveness to the needs of the communities it serves.

1.9 Communication of Values

This Islamic Policy serves as a communication tool to convey HRM's values and principles to all stakeholders. By transparently articulating its commitment to Islam, HRM aims to build trust and confidence among donors, partners, volunteers, and the wider community.

In summary, the Introduction establishes the foundational principles that underpin HRM's operations, emphasising the organisation's Islamic ethos, commitment to compliance, inclusivity, collaboration, acknowledgment of divine mercy, and dedication to continuous improvement.

2. Islamic Values

HRM is guided by Islamic principles, including compassion, justice, equality, and solidarity. The organisation is committed to upholding the teachings of Islam in its interactions with beneficiaries, partners, and stakeholders. All activities and programs conducted by HRM are aligned with the ethical standards prescribed by Islamic teachings.

2.1 Compassion and Mercy (Rahmah)

HRM is guided by the Islamic principles of compassion (Rahmah) and mercy. In alignment with the teachings of Islam, the organisation recognises the importance of expressing empathy and providing assistance to those in need. The ethos of compassion is foundational to HRM's humanitarian mission, inspiring the organisation to

alleviate suffering and contribute positively to the well-being of individuals and communities.

2.2 Justice (Adl) and Fairness

Justice (Adl) is a core Islamic value that underpins HRM's activities. The organisation is committed to fairness and equity in the distribution of resources, opportunities, and aid. HRM seeks to address systemic inequalities and works towards creating an environment where everyone, regardless of their circumstances, has access to essential needs and enjoys their fundamental rights.

2.3 Solidarity (Tawun)

Islamic principles emphasise the concept of solidarity (Tawun), encouraging mutual support and cooperation within the community. HRM actively promotes a sense of unity and collective responsibility. The organisation believes in working collaboratively with stakeholders, volunteers, and beneficiaries to create a positive impact, fostering a spirit of togetherness in pursuing common goals.

2.4 Accountability and Stewardship (Amanah)

HRM embraces the Islamic values of accountability and stewardship. The organisation recognises that its resources and responsibilities are a trust (Amanah) from Allah (SWT). HRM is committed to transparently managing and utilising resources, ensuring that funds and donations are used efficiently and effectively for the betterment of those served.

2.5 Gratitude (Shukr) and Humility (Tawadu)

HRM acknowledges the principles of gratitude (Shukr) and humility (Tawadu) as integral aspects of its work. The organisation expresses gratitude for the support received from donors, partners, and volunteers, recognising that all achievements are ultimately guided by the blessings of Allah (SWT). HRM approaches its mission with humility, recognising the limits of human capacity and the need for continuous improvement.

2.6 Trustworthiness and Integrity (Amanah)

Trustworthiness and integrity (Amanah) are fundamental values upheld by HRM. The organisation is dedicated to conducting its activities with honesty, transparency, and ethical behaviour. HRM recognises the importance of building and maintaining trust among stakeholders, including donors, partners, and the communities it serves.

2.7 Dignity (Izzah) and Respect (Ihtiram)

HRM is committed to upholding the dignity (Izzah) and respect (Ihtiram) of every individual. The organisation recognises the inherent worth of each person, irrespective of

their background, and seeks to treat all with dignity and respect. HRM endeavours to create programs and initiatives that empower individuals to lead lives of dignity and self-determination.

2.8 Environmental Stewardship (Khalifah)

In accordance with the Islamic concept of being stewards of the Earth (khalifah), HRM recognises the responsibility to care for the environment. The organisation strives to minimise its ecological footprint, promote sustainable practices, and contribute to environmental preservation in line with Islamic teachings on responsible resource management.

2.9 Sincerity (Ikhlas) and Intentions (Niyyah)

HRM places a strong emphasis on sincerity (ikhlas) in its actions and intentions (Niyyah) in alignment with Islamic teachings. The organisation acknowledges that genuine intentions are vital to the success of its mission. HRM seeks to purify its intentions, ensuring that all efforts are solely for the sake of pleasing Allah (SWT) and serving humanity.

2.10 Lifelong Learning and Reflection (Tafakkur)

Islamic values encourage lifelong learning and reflection (Tafakkur). HRM is committed to continuous improvement and self-reflection. The organisation actively seeks opportunities for learning, adapting its strategies based on experience, and remaining open to new ideas and perspectives that contribute to the fulfilment of its mission.

In summary, the Islamic values embraced by HRM form the ethical foundation of the organisation's activities. Compassion, justice, solidarity, accountability, gratitude, trustworthiness, dignity, environmental stewardship, sincerity, and a commitment to lifelong learning collectively guide HRM in its pursuit of humanitarian excellence.

3. Compliance with UK Laws

HRM acknowledges and complies with all relevant laws and regulations in the United Kingdom. The organisation operates within the legal framework to ensure transparency, accountability, and adherence to the principles of good governance. HRM works closely with legal advisors to stay informed about and comply with changes in legislation that may affect its operations.

3.1 Legal Framework

Human Relief Mission (HRM) acknowledges the importance of operating within the legal framework of the United Kingdom. The organisation is committed to upholding the laws and regulations that govern its activities, recognising that compliance is essential for maintaining transparency, accountability, and the trust of stakeholders.

3.2 Charitable Status

HRM operates as a charitable organisation in accordance with the Charity Commission for England and Wales. The organisation is committed to fulfilling the requirements set forth by the Charity Commission and adhering to the principles of good governance to maintain its charitable status.

3.3 Financial Compliance

HRM complies with financial regulations and reporting standards applicable to charitable organisations in the UK. The organisation maintains accurate financial records, undergoes independent audits, and submits timely and transparent financial reports to regulatory authorities. HRM ensures that funds are used responsibly and in alignment with the organisation's charitable objectives.

3.4 Employment Laws

HRM adheres to UK employment laws to ensure fair and ethical treatment of its staff and volunteers. The organisation is committed to providing a safe working environment, complying with employment contracts, and addressing issues related to equality, diversity, and inclusion in accordance with legal requirements.

3.5 Data Protection and Privacy

In compliance with the Data Protection Act and other relevant legislation, HRM upholds the privacy and data protection rights of individuals. The organisation has implemented policies and practices to safeguard the confidentiality and security of personal information collected and processed during its humanitarian activities.

3.6 Ethical Fundraising Practices

HRM adheres to ethical fundraising practices in compliance with relevant UK laws and regulations. The organisation ensures that its fundraising activities are transparent, honest, and aligned with the principles of integrity. HRM respects the rights of donors and complies with regulations governing charitable solicitations.

3.7 Collaboration with Regulatory Authorities

HRM collaborates proactively with regulatory authorities, including the Charity Commission and other relevant bodies. The organisation responds promptly to requests for information, engages in constructive dialogue, and cooperates fully with regulatory inspections to demonstrate transparency and adherence to legal standards.

3.8 Reporting and Accountability

HRM recognises the importance of accountability to donors, beneficiaries, and the public. The organisation is committed to providing accurate and timely reports on its activities, financial performance, and impact. HRM ensures that its reporting practices meet the requirements of regulatory authorities and contribute to the public's understanding of its charitable mission.

3.9 Continuous Monitoring and Improvement

HRM engages in continuous monitoring of changes in UK laws and regulations that may impact its operations. The organisation is committed to promptly updating policies, procedures, and practices to reflect legal developments. HRM fosters a culture of compliance, where all staff and volunteers are informed about and adhere to applicable laws.

3.10 Legal Compliance Training

HRM provides training to its staff and volunteers on legal compliance relevant to their roles. This includes awareness of UK laws, regulations, and organisational policies to ensure that individuals associated with HRM are well-informed and equipped to carry out their responsibilities in accordance with legal requirements.

3.11 Legal Challenges and Dispute Resolution

In the event of legal challenges or disputes, HRM seeks resolution through appropriate legal channels. The organisation is committed to addressing legal issues transparently, responsibly, and in a manner consistent with its values and mission.

In summary, HRM's commitment to compliance with UK laws underscores its dedication to operating responsibly, transparently, and in accordance with the legal standards that govern charitable organisations within the United Kingdom.

4. Zakat and Charity Distribution

HRM recognises the significance of Zakat as one of the pillars of Islam and is committed to collecting and distributing Zakat funds in accordance with Islamic principles. The organisation ensures that Zakat funds are distributed to eligible recipients, including the poor, orphans, widows, and those in need, while maintaining transparency in the distribution process.

4.1 Definition of Zakat

Zakat is one of the Five Pillars of Islam, an obligatory form of charity, and a fundamental aspect of HRM's mission. HRM recognises Zakat as a means of purifying wealth and addressing the economic disparities within society. The organisation adheres to the principles outlined in Islamic jurisprudence for the collection, distribution, and utilisation of Zakat.

4.2 Zakat Collection

HRM actively collects Zakat contributions from eligible donors in accordance with Islamic guidelines. The organisation ensures transparency in the Zakat collection process, providing clear information to donors about how their contributions will be utilised. HRM maintains accurate records of Zakat funds received and follows ethical financial practices in managing these resources.

4.3 Identification of Beneficiaries

Zakat funds are directed towards beneficiaries who meet the criteria specified in Islamic jurisprudence. HRM employs a thorough and transparent process for identifying eligible recipients, which may include the poor, orphans, widows, debtors, and those in financial hardship. The organisation is committed to upholding the dignity of beneficiaries throughout the distribution process.

4.4 Zakat Distribution Principles

HRM follows the principles of justice, fairness, and compassion in the distribution of Zakat funds. The organisation ensures that Zakat is distributed promptly to those in need, considering the urgency of their circumstances. HRM emphasises the importance of direct, impactful interventions that address the basic needs of beneficiaries, including food, shelter, healthcare, and education.

4.5 Local and Global Zakat Distribution

HRM recognises the global nature of humanitarian needs and the importance of distributing Zakat funds both locally and internationally. The organisation assesses the most pressing needs and collaborates with reputable partners to ensure effective and efficient Zakat distribution. HRM strives to make a meaningful impact in diverse communities, aligning with the principles of Islamic solidarity.

4.6 Transparency in Zakat Spending

HRM maintains a high level of transparency in Zakat spending. The organisation provides regular reports to donors, detailing how Zakat funds are utilised and the impact achieved. HRM believes in accountability to both donors and beneficiaries, ensuring that Zakat contributions fulfil their intended purpose and positively impact the lives of those in need.

4.7 Encouraging Voluntary Charity (Sadaqah)

In addition to Zakat, HRM encourages voluntary charity (Sadaqah) contributions from donors. Sadaqah funds are utilised to address a broader range of humanitarian needs and support initiatives that may not fall strictly within the criteria of Zakat. HRM ensures

that donors have the option to contribute both Zakat and Sadaqah, maximising the positive impact of charitable giving.

4.8 Collaboration with Scholars and Religious Authorities

HRM collaborates with Islamic scholars and religious authorities to ensure that its Zakat distribution practices align with authentic Islamic teachings. The organisation seeks guidance on matters of Islamic jurisprudence related to Zakat, ensuring that its processes adhere to the principles of fairness, justice, and compassion as interpreted by qualified religious scholars.

4.9 Continuous Evaluation and Improvement

HRM engages in continuous evaluation of its Zakat distribution practices. The organisation seeks feedback from beneficiaries, donors, and religious authorities to improve its processes. HRM is committed to adapting its approaches based on lessons learned, emerging needs, and changes in the socio-economic landscape to ensure the continuous improvement of Zakat distribution practices.

In summary, HRM's approach to Zakat and charity distribution reflects a commitment to Islamic principles of justice, compassion, and accountability. The organisation recognises the sacred nature of Zakat and strives to ensure its effective utilisation for the benefit of those in need.

5. Islamic Finance and Banking

HRM engages in financial transactions and banking activities that comply with Islamic finance principles. The organisation seeks Shariah-compliant financial services, including banking and investment products, to ensure that its financial practices align with Islamic ethical standards.

5.1 Understanding Islamic Finance

HRM recognises the importance of operating within the principles of Islamic finance, which prohibits practices involving interest (riba) and encourages ethical and socially responsible financial transactions. The organisation understands that adhering to Islamic finance principles is not only a religious obligation but also aligns with ethical considerations integral to its humanitarian mission.

5.2 Shariah-Compliant Banking Practices

HRM engages exclusively in Shariah-compliant banking practices. The organisation ensures that its financial transactions, investments, and banking relationships adhere to Islamic principles, avoiding interest-based transactions and complying with the guidelines set forth by recognised Shariah scholars and authorities.

5.3 Ethical Investment and Financing

HRM integrates ethical considerations into its investment and financing activities. The organisation seeks opportunities for ethical investment and financing that align with Islamic values, avoiding investments in industries deemed incompatible with Islamic principles, such as gambling, alcohol, and other prohibited activities.

5.4 Zakat and Charity Fund Management

HRM ensures that the management of Zakat and charity funds follows strict Islamic financial principles. The organisation works with reputable financial institutions that offer Shariah-compliant financial services to manage and invest these funds. HRM maintains transparency in financial reporting, providing donors with clear information on the utilisation of Zakat and charity contributions.

5.5 Development of Shariah-Compliant Financial Products

HRM actively explores and supports the development of Shariah-compliant financial products that align with its mission. The organisation collaborates with financial experts and institutions to create innovative financial solutions that adhere to Islamic principles while meeting the diverse financial needs of the organisation.

5.6 Financial Transparency and Accountability

HRM places a high value on financial transparency and accountability. The organisation maintains clear and comprehensive financial records that are accessible to stakeholders. HRM ensures that its financial reporting includes details on income, expenditures, and investments, providing donors and supporters with the information needed to make informed decisions.

5.7 Ethical Stewardship of Financial Resources

HRM views its role as a steward of financial resources entrusted to it by donors and supporters. The organisation is committed to the ethical and responsible use of funds, ensuring that financial resources are utilised for the intended humanitarian purposes and aligned with the values of integrity, transparency, and accountability.

5.8 Financial Literacy and Awareness

HRM promotes financial literacy and awareness within its community of donors, supporters, and beneficiaries. The organisation believes that an informed community is better equipped to make conscious financial decisions that align with Islamic values. HRM provides educational resources, guidance, and updates to enhance financial literacy among its stakeholders.

5.9 Continuous Compliance Monitoring

HRM conducts continuous monitoring to ensure ongoing compliance with Islamic finance principles. The organisation stays informed about developments in Shariah finance, regulatory changes, and emerging best practices. HRM actively adapts its financial practices to align with the evolving landscape of Islamic finance.

5.10 Collaboration with Islamic Scholars

HRM collaborates with Islamic scholars specialising in finance to seek guidance on financial matters. The organisation recognises the importance of consulting qualified scholars to ensure that its financial practices adhere to authentic interpretations of Islamic principles.

In summary, HRM's commitment to Islamic finance and banking reflects its dedication to ethical, transparent, and Shariah-compliant financial practices. The organisation actively seeks to align its financial activities with Islamic values, fostering a responsible and accountable approach to managing financial resources.

6. Interfaith and Community Engagement

HRM values interfaith dialogue and community engagement. The organisation actively promotes cooperation and collaboration with individuals and groups from diverse religious backgrounds while maintaining its commitment to Islamic principles. HRM seeks to build bridges of understanding and mutual respect within the community.

6.1 Inclusivity in Humanitarian Action

HRM is committed to fostering inclusivity in its humanitarian efforts, recognising the importance of engaging with diverse communities. The organisation acknowledges the Islamic principles of compassion, justice, and cooperation and extends these values to engage with individuals and groups from various faith backgrounds and communities.

6.2 Respect for Diversity of Beliefs

HRM values the diversity of beliefs within the communities it serves. The organisation approaches interfaith engagement with a spirit of respect, understanding, and appreciation for the different religious and cultural traditions present in the areas of operation. HRM is dedicated to creating an environment that promotes harmony and mutual respect.

6.3 Collaboration with Interfaith Organisations

HRM actively collaborates with interfaith organisations, recognising the importance of working together to address common humanitarian challenges. The organisation engages in partnerships with groups that share a commitment to the well-being of communities and adhere to principles of respect for diversity and human dignity.

6.4 Interfaith Dialogue and Understanding

HRM promotes interfaith dialogue and understanding as a means to build bridges of communication and foster harmonious coexistence. The organisation facilitates opportunities for individuals from diverse faith backgrounds to engage in open and respectful conversations, aiming to enhance mutual understanding and cultivate shared values.

6.5 Faith-Sensitive Programming

HRM integrates faith-sensitive considerations into its humanitarian programming. The organisation recognises the significance of understanding the religious and cultural contexts of the communities it serves. HRM ensures that its programs are designed and implemented in a manner that respects and accommodates the diverse beliefs and practices of beneficiaries.

6.6 Addressing Religious and Cultural Sensitivities

HRM actively addresses religious and cultural sensitivities in its communication and outreach. The organisation strives to avoid actions or messages that may be perceived as insensitive or offensive to any religious or cultural group. HRM is committed to upholding the principles of dignity, respect, and cultural humility in all interactions.

6.7 Advocacy for Religious Freedom and Tolerance

HRM advocates for religious freedom and tolerance as fundamental human rights. The organisation actively supports initiatives that promote these values at local, national, and international levels. HRM recognises that respect for religious diversity is integral to the principles of justice and equality upheld in Islam.

In summary, HRM's commitment to interfaith and community engagement reflects its dedication to building inclusive, respectful, and collaborative relationships with diverse communities. The organisation recognises the common humanity that unites people of different faiths and strives to contribute to the well-being and unity of all.

7. Prayer Facilities and Religious Accommodation

HRM provides prayer facilities for its staff, volunteers, and beneficiaries to observe daily prayers in accordance with Islamic teachings. The organisation also accommodates religious practices and holidays, ensuring that individuals can uphold their religious obligations while participating in HRM's activities.

7.1 Recognition of Religious Needs

HRM recognises the importance of addressing the religious needs of its staff, volunteers, and beneficiaries. The organisation acknowledges that providing appropriate facilities for prayer and religious accommodation is integral to supporting the spiritual well-being of individuals.

7.2 Provision of Prayer Facilities

HRM is committed to providing prayer facilities at its operational sites, offices, and any other relevant locations. These facilities are designed to accommodate the religious practices of Muslims, offering a clean and quiet space for daily prayers and other religious observances.

7.3 Consideration of Prayer Times

HRM takes into consideration the varying prayer times based on geographical locations and seasonal changes. The organisation accommodates these variations to ensure that staff, and volunteers have the opportunity to perform their prayers at the designated times without undue hardship.

7.4 Religious Accommodations for Staff and Volunteers

HRM recognises the diverse religious practices within its team of staff and volunteers. The organisation is committed to accommodating reasonable religious needs, including prayer breaks and time-off for religious observances, in accordance with applicable laws and regulations.

7.5 Training and Sensitisation

HRM provides training and sensitisation programs for its staff and volunteers to foster awareness and understanding of religious diversity. The organisation ensures that its team is knowledgeable about the significance of prayer and religious accommodations, promoting a culture of respect and consideration for individual beliefs.

7.6 Collaboration with Religious Leaders

HRM collaborates with religious leaders and scholars to seek guidance on religious accommodations and practices. The organisation values the input of qualified individuals who can provide insights into the religious needs of the community and offer guidance on creating an environment that respects diverse religious traditions.

7.7 Confidentiality and Privacy

HRM upholds the principles of confidentiality and privacy regarding the religious practices of its staff and volunteers. The organisation recognises the sensitive nature of religious observances and ensures that individuals' privacy is respected when providing religious accommodations.

7.8 Flexibility in Work Schedules

HRM adopts a flexible approach to work schedules to accommodate religious obligations. The organisation recognises that individuals may require adjustments to their work hours during religious holidays, prayer times, or other religious observances. HRM seeks to create an environment that balances professional responsibilities with religious commitments.

7.9 Accessibility of Religious Resources

HRM makes religious resources and materials available to its staff, volunteers, and beneficiaries. The organisation recognises the importance of supporting individuals in their religious practices by providing access to religious texts, educational materials, and information about religious events.

7.10 Feedback Mechanisms

HRM establishes feedback mechanisms to allow staff, volunteers, and beneficiaries to communicate their religious accommodation needs and provide suggestions for improvement. The organisation values open communication and actively seeks input to enhance its approach to religious accommodation.

7.11 Continuous Evaluation and Improvement

HRM is committed to continuous evaluation and improvement of its provision of prayer facilities and religious accommodation. The organisation regularly reviews its policies and practices to ensure they align with the evolving needs of its diverse community. HRM actively seeks feedback from stakeholders to enhance its approach to religious accommodation.

In summary, HRM's commitment to prayer facilities and religious accommodation reflects its dedication to supporting the spiritual well-being of its community. The organisation seeks to create an inclusive and respectful environment that recognises and accommodates the diverse religious practices of its staff, volunteers, and beneficiaries.

8. Policy Review and Updates

This Islamic Policy is subject to regular review to ensure its continued relevance, compliance with UK laws, and alignment with Islamic principles. Updates will be made as necessary, and HRM will communicate any changes to relevant stakeholders.

8.1 Purpose of Policy Review

The purpose of the policy review is to ensure that HRM's Islamic Policy remains relevant, effective, and aligned with Islamic principles, legal requirements, and the evolving needs

of the organisation and the communities it serves. Regular reviews provide an opportunity to assess the policy's implementation and make necessary adjustments.

8.2 Frequency of Review

HRM conducts a comprehensive review of its Islamic Policy on a periodic basis. The frequency of the review is determined by the dynamic nature of the humanitarian landscape, changes in legal requirements, and emerging best practices in Islamic governance and ethical standards. The policy is reviewed at least annually to address any emerging issues.

8.3 Stakeholder Involvement

HRM involves key stakeholders, including internal staff, religious scholars, community leaders, and external experts, in the review process. The organisation values diverse perspectives and seeks input from individuals who can contribute valuable insights into the alignment of the Islamic Policy with Islamic values and community expectations.

8.4 Legal Compliance Assessment

During the review, HRM conducts a thorough assessment of the Islamic Policy to ensure compliance with relevant laws and regulations. The organisation seeks legal guidance to verify that its policies align with Islamic principles while meeting legal requirements in the jurisdictions where it operates.

8.5 Alignment with Organisational Mission

The review process includes an assessment of how well the Islamic Policy aligns with HRM's overarching mission and objectives. The organisation ensures that its commitment to Islamic principles remains integral to its humanitarian work and that the policy effectively guides the ethical and religious dimensions of its operations.

8.6 Evaluation of Implementation

HRM evaluates the implementation of the Islamic Policy during the review. The organisation assesses how effectively the policy has been integrated into daily operations, programs, and decision-making processes. Lessons learned from the implementation phase inform adjustments and improvements to enhance policy effectiveness.

8.7 Identification of Emerging Issues

The review process includes a scan for emerging ethical, religious, or humanitarian issues that may impact HRM's operations. The organisation remains vigilant to changes in the global and local context, identifying new challenges and opportunities that may necessitate updates to the Islamic Policy.

8.8 Consultation with Religious Scholars

HRM consults with qualified religious scholars during the review process to ensure that the Islamic Policy adheres to authentic interpretations of Islamic principles. The organisation seeks guidance on specific religious matters, ensuring that the policy reflects a nuanced understanding of Islamic teachings.

8.9 Revision and Updates

Based on the findings of the review, HRM revises and updates the Islamic Policy as needed. The organisation makes clear and transparent amendments, incorporating feedback from stakeholders and ensuring that any changes align with the organisation's commitment to ethical conduct and Islamic values.

8.10 Training and Awareness

HRM conducts training sessions and awareness campaigns to educate its staff, volunteers, and partners about the updated Islamic Policy. The organisation emphasises the importance of adherence to Islamic principles and ensures that individuals are equipped with the knowledge needed to integrate these principles into their roles.

8.11 Continuous Monitoring and Feedback

Following the policy update, HRM implements continuous monitoring mechanisms and welcomes ongoing feedback. The organisation recognises that the implementation of policies is a dynamic process, and it remains responsive to evolving circumstances, seeking input from stakeholders to enhance the effectiveness of the Islamic Policy.

In summary, HRM's approach to policy review and updates reflects its commitment to maintaining a robust and ethically sound Islamic Policy. The organisation actively engages stakeholders, stays informed about legal and ethical considerations, and adapts its policies to ensure alignment with Islamic principles and the evolving needs of its mission.