

# Working in or Transiting through the Middle East & Eastern Mediterranean



## Geopolitical Instability Briefing – March 2026

### 1. Purpose

This briefing addresses heightened geopolitical tensions involving Iran, parts of the Middle East, and the Eastern Mediterranean region.

This includes risks that may affect:

- Direct deployment
- Transit routes
- Airspace and maritime operations
- Infrastructure access
- Civil stability

The situation remains dynamic and may change rapidly.

### 2. Regional Context

The current instability may have implications across:

- Iran
- Israel
- Lebanon
- Syria
- Iraq
- Parts of the Gulf
- Cyprus and wider Eastern Mediterranean transit routes

Potential impacts include:

- Missile and drone activity
- Civil unrest or protests
- Heightened military positioning and security presence
- Airspace restrictions and route changes
- Maritime security disruption

Even if you are not deployed directly into a conflict zone, regional escalation can affect transit hubs, flight paths, ports, and nearby states.

### **3. Legal and Duty of Care Position**

The organisation recognises its ongoing duty of care to employees travelling and working overseas and will implement reasonably practicable measures to protect health, safety, and security, alongside compliance with applicable local legal requirements.

The company will:

- Review official travel advice from the Foreign, Commonwealth & Development Office (FCDO)
- Conduct country/route-specific risk assessments (including transit and stopover locations)
- Confirm insurance validity and any conflict-related exclusions
- Confirm emergency and medical support arrangements (including evacuation where applicable)
- Establish welfare check-in procedures and escalation routes
- Brief travellers on expected conduct and security precautions

### **4. Key Risk Areas for Workers**

Travel & Transit

- Flight diversions or cancellations
- Airspace closures
- Delayed exit routes / reduced route options
- Increased airport security measures and delays

Local Security

- Demonstrations or unrest
- Heightened military presence
- Infrastructure sensitivity (transport hubs, government sites, ports, energy sites)

Infrastructure & Services

- Potential power, transport, or communications disruption
- Pressure on emergency medical services

### **5. Required Behavioural Standards**

Personnel must:

- Follow approved itineraries only
- Maintain regular welfare contact and check-in routines
- Avoid demonstrations, gatherings, and political discussion
- Keep a low profile (including on social media)
- Report security concerns immediately

No deviation from agreed arrangements without management approval.

## **6. Emergency Response**

If instability escalates:

1. Prioritise personal safety
2. Move to a secure location
3. Contact the company emergency contact immediately
4. Await formal instruction and follow agreed crisis arrangements

Do not attempt independent evacuation unless directed (unless immediate life safety requires moving away from danger).

## **7. Key Message**

Regional instability may affect you even if you are not deployed directly into Iran.

Situational awareness, communication, and compliance with company procedures are critical.

Safety takes priority over schedule or commercial pressure.