



WE SUPPORT



**2021 COMMUNICATION ON PROGRESS (COP) REPORT
SUBMITTED TO THE UN GLOBAL COMPACT NETWORK
ON
22ND NOVEMBER 2021**

1.0. STATEMENT OF CONTINUED SUPPORT BY CHIEF EXECUTIVE OFFICER (CEO)

We changed our company name from 'Cooper K-Brands Limited' to CKL Africa Ltd.

I take this opportunity to reaffirm our commitment to the 10 UNGC principles in the areas of Human Rights, Labour, Environment and Anti-Corruption.

We continue to embed the 10 UNGC principles in our company strategies and everyday operations. Our 2021 Communication on Progress (CoP) report provides progress we continue to make.

We continue to demonstrate commitment for renewed global cooperation and continue to advance the mission of the UN in our business as well as contribute to the achievement of the Sustainable Development Goals (SDGs) 2 (Zero Hunger), SDG 12 (Responsible Consumption & Production) and SDG 15 (Life on Land) in line with our business mission and vision.

Mucaï Kunyiha

Group CEO.

2.0. DESCRIPTION OF PRACTICAL ACTIONS AND MEASUREMENT OF OUTCOMES

2.1. HUMAN RIGHTS PRINCIPLES

2.1.0. ASSESSMENT, POLICY AND GOALS

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and | Principle 2: make sure that they are not complicit in human rights abuses.

2.1.1. CKL Sustainability Policy, Human Resources Policy and Occupational Safety and Health Management System policy documents are developed in accordance with international and national human rights instruments which guide CKL relations with employees and daily dealings with other relevant stakeholders in the business.

2.1.2. Annual statutory audits are conducted in line with Occupational Safety and Health Act 2007 and the Fire Risk Reduction Rule (FRRR), 2007 as required by the Kenyan law to ensure safe workspaces at CKL.

2.2.0. IMPLEMENTATION

CKL has implemented the following measures to support and respect human rights at our workplaces:

2.2.1. Employee engagement survey is conducted annually to anonymously determine employee opinions and experiences at work and take informed decisions and corrective actions where necessary.

2.2.2. A Supplier Code of Conduct has been developed and awaits Board approval to enable CKL to enlist vendors who have demonstrated adherence of the Supplier Code of Conduct at their respective work locations as a precondition to working with CKL.

2.2.3. Occupational Safety and Health audit, Environment audit, Fire and Risk Assessment audit are conducted annually by the Director of Occupational Safety and Health Services (DOSHS) and National Environment Management Authority.

2.3.0. MEASUREMENT OF OUTCOMES

2.3.1. 2020 CKL Engagement survey revealed that 80 per cent of our employees believe in systems and processes established in our company to enable them work effectively and 77 per cent of them believes that our company professionally resolve conflicts that may arise at work.

2.3.2. Leadership, succession planning and culture were key actions taken up from the survey findings discussion with employees that need a further action from the management.

2.3.3. An internal and anonymous COVID-19 Stress indicator survey conducted in 2020 mentioned CKL as a supportive employer and provision of sanitizers and masks, transport stipend and staff meals were cited by employees as the most appreciated COVID-19 measures by CKL.

2.3.4. Three external audits namely: Occupational Safety and Health audit, Environment, Fire and Risk Assessment audits were conducted by Director of Occupational Safety and Health Services (DOSHS) and National Environment Management Authority with over 90 per cent corrective and preventive actions implemented.

2.3.5. There were zero fatal accidents.

3.0. LABOUR

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; | Principle 4: the elimination of all forms of forced and compulsory labor; | Principle 5: the effective abolition of child labor; and | Principle 6: the elimination of discrimination in respect of employment and occupation.

3.1.0. ASSESSMENT, POLICY AND GOALS

Labour principle is addressed in CKL's Sustainability Policy and the ten sustainability principles which are our business values that we uphold in all our business operations and practices. Supplier Code of Conduct requires our suppliers to respect labour principles at their respective businesses.

3.1.1. CKL is an equal employer providing opportunities to both genders with equal pay for work of equal value.

3.1.2. CKL does not practice child labor.

3.1.3. Human Resources Policy provides for employees' freedom of association and a collective bargaining agreement is in place.

3.1.4. CKL provides a training budget for staff development to ensure staff remain safe, skilled, motivated & responsible.

3.2.0. IMPLEMENTATION

3.2.1. Human Resources Policy provides fair recruitment process hence equal opportunity for both male and female candidates seeking employment opportunities at CKL.

3.2.2. All employees working at CKL are above 18 years in line with the labor laws of Kenya. All employees have employment contracts detailing job role and benefits.

3.2.3. CKL participated in trade union meetings with the Kenya Chemical Workers Union (KCWU).

3.2.4. Annual statutory trainings targeting Safety Health and Environment (SHE) Committee members were conducted.

3.3.0. MEASUREMENT OF OUTCOMES

3.3.1. Employee turnover was at 0.06%.

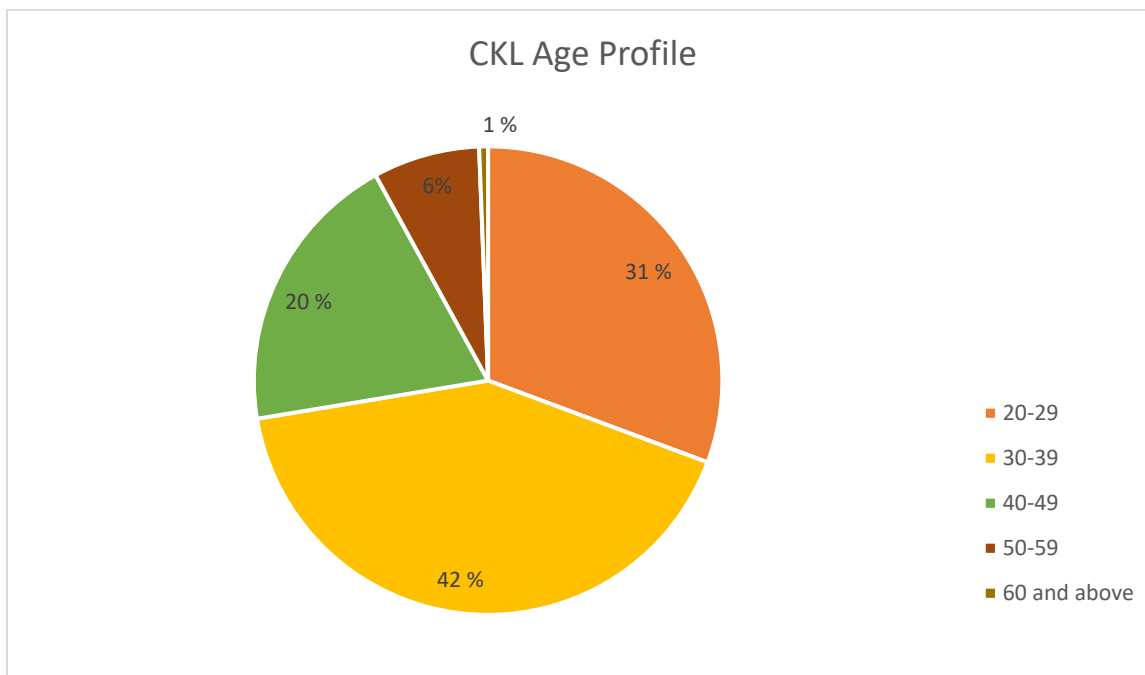
3.3.2. CKL closed the year with 163 Full Time Equivalent employees (121 Male & 42 Female) and 35 fixed contracted employees (27 Male & 8 Female).

3.3.3. 42 % and 58 % represent female and male employees at management level.

3.3.4. CKL pays minimum wages in line with the labor laws of Kenya.

3.3.5. Majority of CKL employees are youthful aged 20 and 39.

The table below gives age distribution of CKL employees as of 30th June 2021:



3.3.6. 28 employees (5 females and 23 males) have registered with the Kenya Chemical Workers Union (KCWU) trade union.

3.3.7. Fire Marshals (18 Male and 1 Female), First Aiders (11 Male and 5 Female) and SHE Committee Members (12 Male and 5 Female) were trained on various topics addressing Safety and Health.

3.3.8. Annual medical checkup revealed no occupational diseases detected.

4.0. ENVIRONMENT

Principle 7: Businesses should support a precautionary approach to environmental challenges; | Principle 8: undertake initiatives to promote greater environmental responsibility; and | Principle 9: encourage the development and diffusion of environmentally friendly technologies.

4.1.0. ASSESSMENT, POLICY AND GOALS

CKL sustainability policy outlines our environmental responsibility, to strengthen partnerships, to protect our environment and actively manage our resources responsibly and our responsibility to reduce negative impacts to our environment.

4.1.1. CKL's Eco Care Project propagates high quality tree and fruit seedlings which are freely distributed to local communities across the country.

4.1.2. Eco Care Programme engages individuals and institutions active in environmental conservation efforts to contribute to national objective of enabling Kenya to achieve a ten percent tree cover.

4.1.3. Fruit Orchard Project provides fruit trees to institutions handling vulnerable populations to promote food security through sustainable supply of fruits at selected project location sites.

4.1.4. School Greening and Mentorship Project provides mentorship on environmental conservation efforts amongst young generations in schools and higher learning institutions.

4.1.5. Feed Africa Challenge Project provides tree and fruit seedlings, herbs, spices and vegetable seedlings to CKL staff as a means of empowering our staff to practice urban and peri-urban farming.

4.1.6. Annual statutory environmental audit is conducted by the National Environmental Management Authority (NEMA) to determine our environmental compliance.

4.1.7. CKL adopted Sustainable Development Goal (SDG) 2 (Zero Hunger), SDG 12 (Responsible Production and Consumption) and SDG 15 (Life on Land).

4.2.0. IMPLEMENTATION

4.2.1. As CKL's Corporate Social Investment (CSI) Programme, Eco Care Programme propagated Herbs and Spices, Fruit, Indigenous, Ornamentals and Exotic tree seedlings planted across Kenya.

4.2.2. Eco Care Programme engaged various strategic partners to plant and grow tree seedlings in various locations across Kenya.

4.2.3. Institutions handling vulnerable populations benefitted from supply of fruit, herbs, spices, and vegetable seedlings through Special Orchard Projects.

4.2.4. School going children and young adults in Higher Learning institutions were engaged in tree planting activities and benefitted from environmental conservation talks.

4.2.5. CKL staff had access to herbs, spices, vegetable, and fruit seedlings for planting through Feed Africa Challenge Project.

4.2.6. CKL participated in an annual statutory environmental audit by NEMA.

4.2.7. A sustainability Committee was launched, and departmental sections sensitized on CKL's Sustainability Policy.

4.3.0. MEASUREMENT OF OUTCOMES

4.3.1. To date, Eco Care Programme has raised 1,758,929 seedlings, transplanted 1,550,047 seedlings with a survival rate of 76.96 per cent (1,193,046 seedlings).

4.3.2. Eco Care Programme engaged 14 strategic partners to distribute 148,238 tree and fruit seedlings equivalent to Kes. 8,299,976 across Kenya.

4.3.3. 9 institutions handling vulnerable populations receive agronomic support on fruit orchard established.

4.3.4. In collaboration with our strategic partners namely Henry Wanyoike Foundation, NGAO Kenya and Miti Alliance, Eco Care Programme planted 31,403 tree seedlings and carried out youth mentorship activities in 130 schools across 9 counties namely Kajiado, Nyeri, Nandi, Nairobi, Machakos, Nyandarua, Nakuru, Kilifi & Kiambu.



4.3.5. 19,428 seedlings which included assorted vegetable, fruit, herbs and spice seedlings were distributed amongst CKL staff for planting.

4.3.6. One annual statutory environmental audit was conducted by NEMA. Audit revealed full compliance on environmental matters assessed.

4.3.7. A sustainability committee was formed. SHE members and Sustainability committee were sensitized on Sustainability Policy. These teams play a critical role on CKL's impact data collection and championing of Sustainability related issues at Departmental levels.

5.0. ANTI-CORRUPTION

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

5.1.0. ASSESSMENT, POLICY AND GOALS

CKL policies are informed by Code of Ethics for Businesses in Kenya. At CKL, we live on the foundation of integrity and trust. Keeping promises is our core value and an enabler in implementation of the anti-corruption principle at our business.

5.1.1. '[Ongea](#)' portal is a platform created for CKL staff, suppliers and all business stakeholders to report or file grievances/queries relating to corruption or bribery within the business ecosystem.

5.1.2. CKL is a Member of the Anti-Corruption Working Group of the United Nations Global Compact Network Kenya.

5.2.0. IMPLEMENTATION

5.2.1. CKL monthly townhall meetings is a platform to provide updates on grievances/queries raised in '[Ongea](#)' portal and actions taken.

5.2.2. CKL participates in meeting organized by the United Nations Global Compact Network Kenya on Anti-Corruption.

5.3.0. MEASUREMENT OF OUTCOMES

5.3.1. 14 reports were received on '[Ongea](#)' portal, an increase from 10 in the previous year of reporting. The reports touched on misdeeds and integrity issues committed either by CKL staff or suppliers, breaches on company policies, clarification on company policies or practices, perceived areas of inefficiencies and proposals for improvement.

5.3.2. The 14 filed reports were investigated (where applicable), reported to senior management for action and updates provided at monthly townhall meetings.

5.3.3. CKL participated in one Anti- Corruption Working Group organized by the UN Global Compact Network Kenya to discuss the Kenya Bribery Act 2016.

6.0. WOMEN EMPOWERMENT PRINCIPLES (WEP)

6.1.0. ASSESSMENT, POLICY AND GOALS

CKL is a signatory of Women Empowerment Principles (WEPs) since 2015. We promote four out of the seven WEP Principles. They are: *WEP Principle 2*: Treat all women and men fairly at work. Respect and support human rights and non-discrimination. *WEP Principle 3*: Ensure the health, safety and well-being of all women and men workers. *WEP Principle 4*: Promote education, training, and professional development of women. *WEP Principle 7*: Measure and publicly report on progress to achieve gender equality.

6.2.0. IMPLEMENTATION

6.2.1. As a signatory to Women's Empowerment Principles, CKL participates in gender forums organized by the UN Women.

6.2.2. CKL utilizes Women's Empowerment Principles Action Plan to promote gender sensitive practices in the company.

6.3.0. MEASUREMENT OF OUTCOMES

6.3.1. CKL participated in a WEP forum organized by UN Women and the United Nations Global Compact Network Kenya on 24th June 2021.

6.3.2. CKL's 'work from home' policy introduces flexible work schedule especially favorable to women from maternity leaves and those still nursing.

6.3.3. CKL is tracking gender statistics on employees including percentage of women employees in managerial positions.

6.3.4. CKL is tracking women employees trained on health and safety.

6.3.5. CKL women WhatsApp Group is formed to promote gender related conversations at workplace. A survey has been administered to manage expectations of members who have joined the group.