

Alfones Communications Solutions Limited

UN Global Compact

Communication On Progress

August 2022





Our Mission

Connect people to growth through efficient service delivery.



Our Vision

Growth and Satisfaction in every interaction everywhere we go.



I am pleased to confirm that Alphones Communications Solutions Ltd reaffirms its support of the Ten Principles of the United Nations Global Compact with respect to Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

We therefore commit to report on progress annually according to the Global Compact COP policy.

Sincerely

Alexander Mundia
CEO



Human Rights

- Businesses should support and respect the protection of internationally proclaimed human rights
- Make sure that they are not complicit in any human rights abuses

Goals & Policies

- Corporate Governance policy and principles
- Code of ethics
- Provide a decent living wage for our employees.
- Ensure workers are provided safe, suitable and sanitary work environment.
- Provide a safe work environment free from any injuries or risks to health.
- Ensure that there is freedom of opinion, beliefs and Religion.
- Protect workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats.
- Offer trainings and supervision on Occupational Safety and Health.
- Provide the basis of a cohesive, support company culture which promotes strong working relationships.

Measurement of Outcome

- Code of ethics training
- Occupational Safety and Health training



L A B O U R

- **Businesses should uphold the freedom of association and the effect recognition of the right to collective bargaining.**
- **The elimination of all forms of forced and compulsory Labour.**
- **Effective abolition of child Labour**
- **Elimination of discrimination in respect of employment and occupation**



Goals & Policies

- Labor Risk prevention policy
- Appraisal processes
- Development plans and Trainings
- Talent promotion programs
- Sports promotion program within the community
- Social benefits to employees
- Comply with minimum wage standards

Measurement of Outcome

- Accidents, absenteeism and illness records
- Internal quality management policy



ENVIRONMENT

- **Businesses should support a precautionary approach to environment challenges**
- **Undertake initiatives to promote greater environmental responsibility**
- **Encourage the development and diffusion of environmental friendly technologies**

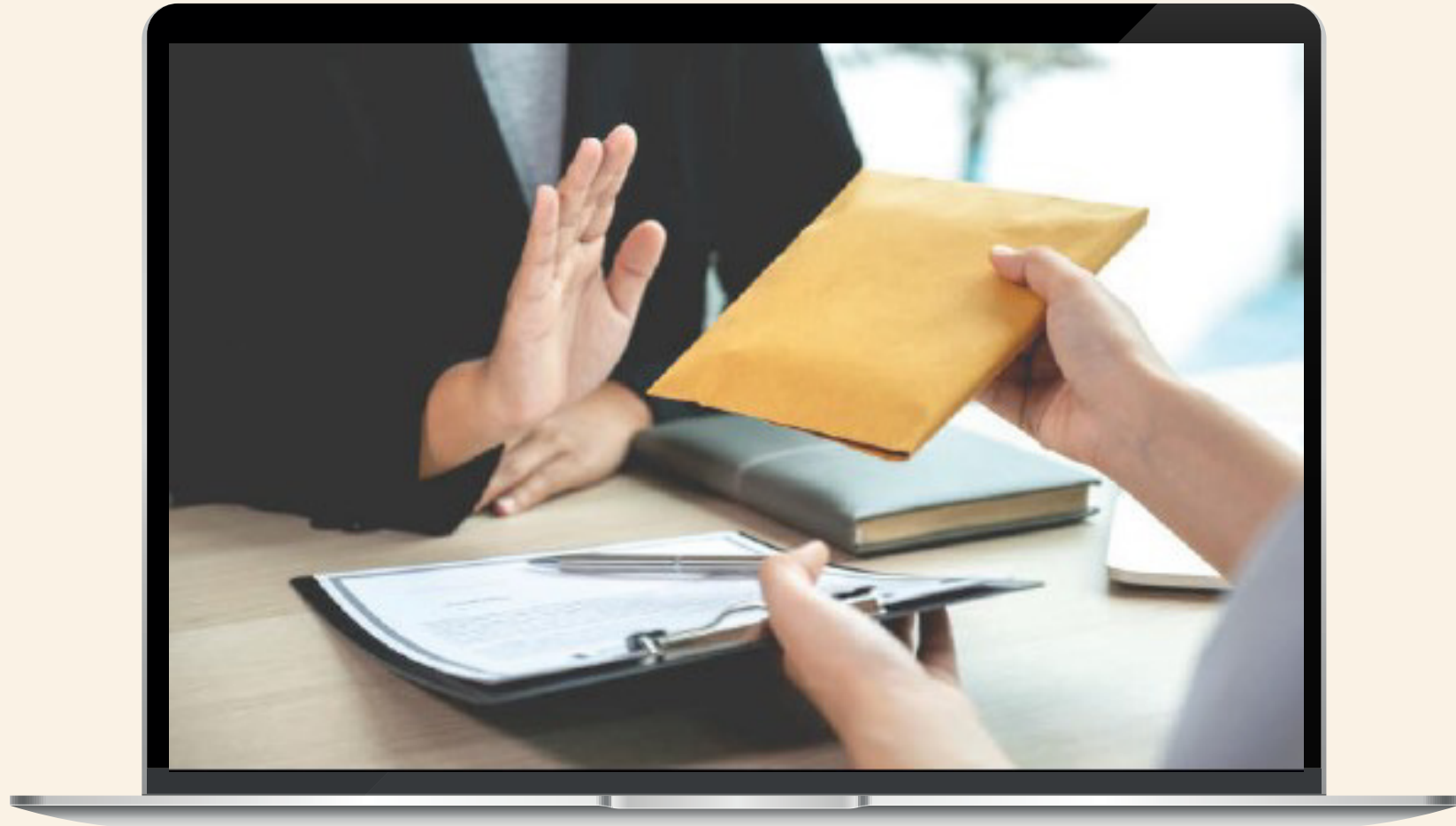


Goals & Policies

- Avoid environmental damage via regular maintenance of production processes and environmental protection system (air pollution control, waste, water treatment systems).
- Ensure emergency procedures to prevent and address accidents affecting the environment and human health.
- Minimize the use and ensure safe handling and storage of chemical and other dangerous substances.
- Ensure all products used either by our clients or us directly is environmental friendly and biodegradable.
- Adoption of solar power in our offices
- Mitigate on noise pollution challenges
- Create awareness on waste management

Measurement of Outcome

- Occupational Health and Safety reports
- Reduced water consumption and wastage
- Adapt use of solar power in our offices
- Cooperate and receive certification with Government bodies that regulate noise pollution



Anti-corruption

- **Businesses should work against corruption in all its forms, including extortion and bribery**

Goals & Policies

- Assess and report the risk of corruption when doing business to relevant stakeholders.
- Ensure compliance in every area of our work through following set Government laws and regulation.
- Ensure that internal procedures support the company's anti-corruption commitment

Measurement of Outcome

- Internal audits/reports
- Compliance certification



WORK SAFETY

At Alfonse Communications Solutions Ltd, we realize that health, safety and security determine the general well being and morale of the employee and by extension the company. Our Occupational Safety & Health Policy oversees workplace safety. Its function is to help employees get hazardous material and circumstances out of the workplace, keep all from being injured, prevent fatalities or illnesses by taking responsibility for safety in the workplace.



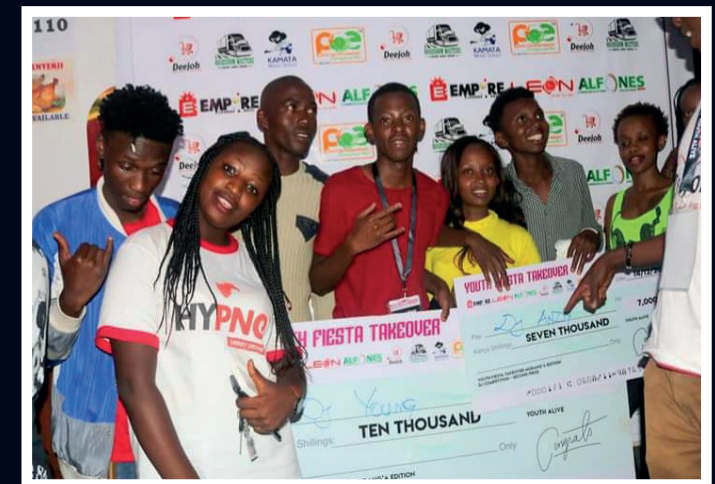


WORK PRINCIPLES

While undertaking our obligations, we are driven by certain principles that we adhere to. These principles are centered around:- enhancing the total environment within which we conduct our business; quality and consistency in our performances and delivery; health, safety and security which is paramount in everything we do.

TALENT PROMOTION PROGRAMS

As part of our corporate social responsibility from the communities that we operate from we organize talent promotion programs. This program rewards and support young talents and assist in job placement. The program has run successfully in different counties within our region in collaboration with various stakeholders.



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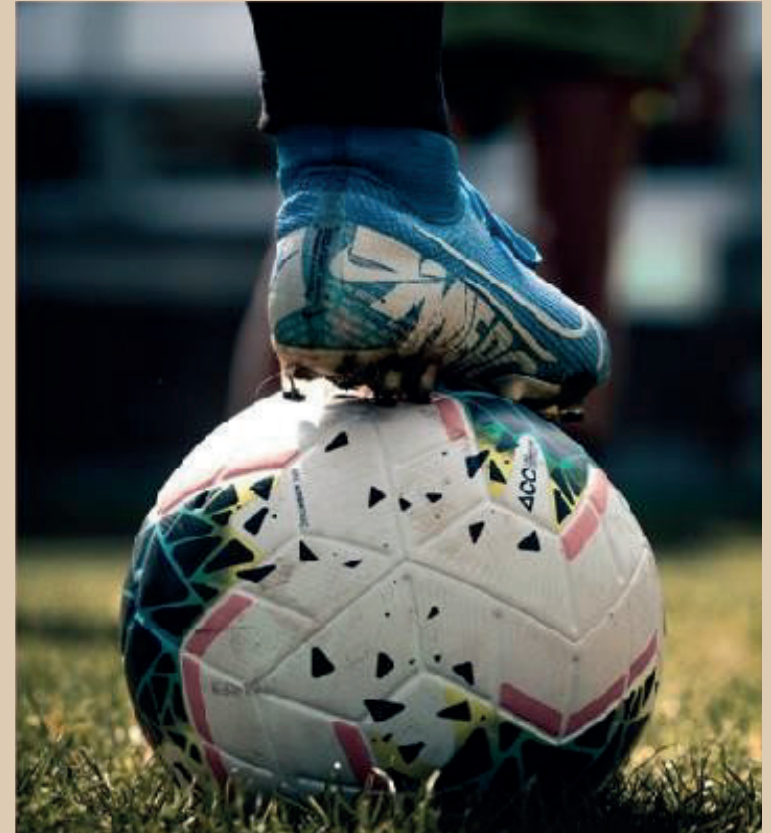
SPORTS PROMOTION PROGRAMS

As part of our corporate social responsibility we have successfully organized sports promotion programs. In four Counties within our region that supported the youth and the community economically



RUGBY TOURNAMENT

COPORATE SOCIAL RESPONSIBILITY




As part of our efforts to enhance Sustainable Development Goals, and in line with SDG 8 of Decent Work and Economic Growth, we founded a football team, Alfones FC, that is currently in the Football Kenya Federation Division II League. Alfones FC has given various stakeholders an opportunity to develop various economical, social and recreational activities in the communities involved.

ALFONES FC





THANK YOU

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