

Global Compact Principle	COP 2011/12 Actions Taken & Impact Achieved and/or Plans for the Coming Year
1. Businesses should support and respect the protection of internationally proclaimed human rights; and	<p>Our employee manual promotes:</p> <ul style="list-style-type: none"> • equality by prohibiting any distinction in the enjoyment of human rights on such grounds as race, sex, pregnancy, marital status, health status, ethnic or social origin, colour, disability, religion, conscience, belief, culture, dress, language or birth.
2. Make sure that they are not complicit in human rights abuses.	<ul style="list-style-type: none"> • We ensure that we do not abuse human rights by setting in place policies, standards and procedures that safeguard the rights of the employees at the work place. Our health and safety standards comply with the Kenya Legislation which include the Occupational health and safety legislation as well as accepted social customs and practices within the country • What do we do as part of CSR in relation the protection of human rights in the quest to reach out to our local communities? We participate in social welfare for local communities where we feel our company can add value to better lives, i.e. tree planting for improvement of climatic change degradation.
3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	Our staff members have not joined an employee association and we have experienced any dissatisfaction arising from management not addressing their concerns but we encourage them to join any they may find suitable to fight for their rights.
4. Elimination of all forms of forced and compulsory labour;	We ascribe to human rights principals that ensure all staff enter into mutual consent in terms and conditions of employment and sign a contract of engagement. A job description is provided and discussed with concerned staff member and appraisals conducted half yearly to review terms and conditions. Staff exit strategy is provided for resignation if one does not wish to continue working for the company.
5. Effective abolition of child labour; and	<ul style="list-style-type: none"> • The company has a put in place validation procedures during the recruitment exercise

	<p>that require the applicant to provide a copy of their birth certificate and national identity card to ascertain their ages.</p> <ul style="list-style-type: none"> • We have never employed an underage to work for us, that is, anyone under the age of 18, and none of our company policies tolerate any form of child labour. We also ensure the other stakeholders we deal with do not practice child labour.
6. The elimination of discrimination in respect of employment and occupation.	<ul style="list-style-type: none"> • OSL is an equal opportunity employer that follows fair and transparent recruitment and selection procedures set when hiring its employees • Equitable employment benefits are given to all fulltime employees alike without any favoritism or discrimination. • The pay earned by employees is directly commensurate to the work done and promotions and salary increment are purely based on merit.
7. Businesses should support a precautionary approach to environmental challenges;	<ul style="list-style-type: none"> • The technology we sell supports detection of environmental challenges such as environmental and land degradation, water pollution etc and such reports assist the users in combating the challenges.
8. Undertake initiatives to promote greater environmental responsibility; and	<ul style="list-style-type: none"> • We intend to have a tree planting exercise to promote environmental responsibility among staff
9. Encourage the development and diffusion of environmentally friendly technologies.	<ul style="list-style-type: none"> • Our company computers, printers and other electronics carry the ENERGY STAR approval, meaning they are more energy efficient than other products of a similar function and quality thereby supporting eco-friendly technology.
10. Businesses should work against all forms of corruption, including extortion and bribery.	<ul style="list-style-type: none"> • We are governed by accountability and transparency in all our dealings with stakeholders. We comply with all Government regulations and have a zero-tolerance policy in matters pertaining to extortion and bribery at the workplace. • We have in place systematic document handling methods that ensure that transactions for the company are handled by authorized persons only.