

SoftSkills Management Consultants



Communication on Progress

Year: 2012

STATEMENT

SoftSkills Management Consultants has a crop of respectable corporate citizen as her staff at all levels. As a member of the Global Compact, we strive to implement the ten principles in our business policies. Business policies of like terms as the ten principles are embraced by the board of our company. Through our support of the United Nations Global Compact, we also aim to move the agenda forward on performance related to human rights, labour rights, the environment and the fight against bribery and corruption. Documented in this report is the summary of the progress we have made against these principles and we will continue to follow them up in future

16th April, 2012 , Wonuola Adetayo,
Managing Director/ CE

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	Global Compact Principle	Action Taken & Impact Achieved and/or Plans for the upcoming Year
<input type="checkbox"/>	1: Businesses should support and respect the protection of internationally proclaimed human rights;	In SoftSkills, all our workers are treated with dignity and given fair and just remuneration for their time at work. We consistently strive to create world class environment for our business processes. Our workforce is gender balanced.
<input type="checkbox"/>	2: and make sure that they are not complicit in human rights abuses.	Our processes and policies are within the stipulated Human right law in Nigeria. Our terms of engagement and mode of operations are within Nigeria and ILO that guarantees non-violation of human rights of employees in whatever forms.
<input type="checkbox"/>	3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	All our staff members have the freedom to join any association of their choice without intimidation. A good example was the strike action initiated by the NLC in January 2012. None of our staff member was coaxed to come to the office.
<input type="checkbox"/>	4: the elimination of all forms of forced and compulsory labour;	Our Workplace is void of staff under forced labour. Our job offer letter is well explicit enough for our new staff. Job description, targets , KPI and expectations are jointly agreed and clearly started.
<input type="checkbox"/>	5: the effective abolition of child labour;	We discourage child labour in our work environment. None of our Staff member is below the legal working age – 18 years old. The youngest staff on our payroll is 26 years old.
<input type="checkbox"/>	6: and the elimination of discrimination in respect of employment and occupation.	We have an up-to-date records on recruitment, training and promotion of our staff. Going through the documents, it has a transparent view of opportunities for employees and their progression within the organization
<input type="checkbox"/>	7: Businesses should support a precautionary approach to environmental challenges;	To encourage a precautionary approach to environmental challenges, we have a developed code of conduct for our business operations and it is committed to upholding good health and the environment. HSE Policy in place, HSE meeting and audit are carried out regularly.
<input type="checkbox"/>	8: undertake initiatives to promote greater environmental responsibility;	SoftSkills is known to measure, track and communicate our development in incorporating sustainability. We identify with and support activities of organisation, corporate bodies and NGO that promote environmental sustainability.
<input type="checkbox"/>	9: and encourage the development and diffusion of environmentally friendly technologies.	SoftSkills is knowledge firm, one of the ways we help to diffuse an environmentally friendly technologies includes informing our communities on the advantages of recycling and also by recycling our used paper materials instead of thrashing or burning them. We try to reduce the use of paper materials by using CD Disc and

		emails, sms and other IT enabled devices for communication.
<input type="checkbox"/>	10: Businesses should work against all forms of corruption, including extortion and bribery.	It is our standard practice never to give or collect bribes for the jobs we do or the projects we solicit for. Part of the training and HR intervention to clients is hinged on good governance, work ethics, professionalism and good corporate citizenship.