



WE SUPPORT



CIMBRIA EAST AFRICA Ltd.

## Communication on Progress Year: 2009

### Statement of Continued Support of the UN Global Compact

CIMBRIA EAST AFRICA Ltd. HAVE SHOWN THAT WE HAVE THE CHARACTER TO BACK OUR COMMITMENTS IN ALL THE AREAS OF THE UN GLOBAL COMPACT IN THE MARKET PLACE, PARTICULARLY AT THIS COP IN PRINCIPLE 3-6 (LABOUR) AND PRINCIPLE 7-9 (ENVIRONMENT), IN OUR COMMUNITIES AND AS WE STRIVE FOR PROGRESS, OUR DRIVE WILL BE IN THE DIRECTION OF REACHING OUT TO THE ENTITIES AND PEOPLE WE DO BUSINESS WITH (STAKEHOLDERS) AND THE COMMUNITIES AROUND US. WE EXPECT TO TOUCH THEM IN OUR OWN SIMPLE WAYS TO ENSURE THAT THEY ALSO ABIDE BY THE 10 PRINCIPLES OF THE UN GLOBAL COMPACT.

DURING THE NEXT POSTING OF OUR COP WE WILL TRY AND REPORT ON OTHER AREAS OF THE 10 PRINCIPLES FOR CONTINUOUS IMPROVEMENT

24.09.2009,

  
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JORGEN T NIELSEN,

**Company name:** Cimbria East Africa Ltd.  
**Sector:** Agriculture - Grain Care Handling Equipment  
**Number of employees:** 30  
**UN Global Compact signatory since:** 2006/4/4  
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**Brief description of nature of business**

Cimbria East Africa offer solution for grain care – with proper handling equipment, e,g driers, lab equipment moisture testers supply and installation of complete silo plants & Coffee machine from wet processing up to bagging for export.

**Scope of COP**

Scope of this COP for Cimbria East Africa Ltd. Has put up measures at the work place more on environmental and labour where we have in force at the workplace a Health, Safety and Environmental policy in compliance to Nema to be more proactive on our responsibility

Our next COP Cimbria East Africa Ltd will comment on participation in and support environmental conservation and community development projects and will be willing to report on other principles of the Global Complact.

Cimbria Group design and manufacture machines and equipment that adhere to proper environmental standards, in the last 5yrs Cimbria has sent five of its mechanical and electrical staff for further training to Cimbria Denmark A/S and Cimbria Heid in Austria. During installation and commissioning proper training is given to clients in the use of all our products on safe operation and maintenance procedures.

# Labour Rights

<p><b>UN Global Compact principles covered:</b></p>	<p><b>Principle 3: Business should uphold the freedom of association and the effective recognition of the right to collective bargaining</b></p> <p><b>Principle 4: Business should support the elimination of all forms of forced and compulsory labour</b></p> <p><b>Principle 5: Business should support the effective abolition of child labour</b></p> <p><b>Principle 6: Business should support the elimination of discrimination in respect of employment and occupation</b></p>
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<p><b>Labour Rights</b> <b>Current</b></p>	<p><b>Commitment:</b> Cimbria East Africa Ltd. (CEA):- -Is striving to adhere to legislation and Labour laws put in place. Both in principle, compliance and also recognise that this provides a “healthy” working environment for maximum return possible on labour input.</p> <p><b>Systems:</b> Cimbria East Africa Ltd. (CEA):- *Have adhered to the policy against employment of minors *Is practicing the non-discrimination policy at our workplace *Is working to policy of working hours and extra hours are compensated accordingly *Is observing tenets of health and safety policy with all their employees</p> <p><b>Activities:</b> Cimbria East Africa Ltd. (CEA):- *Has appointed Department (section) leaders to negotiate on several issues to the management on staff grievances. *Has made arrangements with its health provider on training to all department heads representatives on First Aid measures. *Has product stewardship mechanisms for: - commission and training - Reporting accidents or incidents in day to day activities of the organisation. -Protective gear and equipment has been provided to be used in all activities of the organisation</p> <p><b>Outcome:</b> Cimbria East Africa Ltd. (CEA):- - Has reported few accidents and incidents from their day to day activities. - Better dialogue between the management and employees has been achieved. - Tribes are mixed (Approx 10) in the company. No form of discrimination witnessed which makes Cimbria East Africa Ltd. remain a multi cultural equal employer</p>
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<b>Labour Rights Future</b>	<b>Future activities:</b> Cimbria East Africa Ltd. (CEA):- <ul style="list-style-type: none"><li>- Staff Training programmes put in place.</li><li>- More open days to our stake holders and community for continued progress</li></ul>
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# Environment

**UN Global Compact principles covered:**

**Principle 7: Business should support a precautionary approach to environmental challenges**

**Principle 8: Business should undertake initiatives to promote greater environmental responsibility**

**Principle 9: Business should encourage the development and diffusion of environmentally friendly technologies**

**Environment  
Current**

**Cimbria East Africa Ltd. (CEA):-**

-Adhere to national Legislation Laws put in place by environmental government bodies.

**Systems:**

Cimbria East Africa Ltd. (CEA):-

-Has an environmental policy incorporating both health and safety.

**Activities:**

Cimbria East Africa Ltd. (CEA):-

-Seeks to educate our stakeholders on the environmental benefits.

-Recycle office paper waste as fuel for staff use.

-Support environmental activities in conservation and protection of human animal conflict.

**Outcome:**

Aberdare forest fence is now completed which is long term solution to human and wildlife conflict as well as protect the forest from human destruction.

<b>Environment Future</b>	<p><b>Future activities:</b></p> <ul style="list-style-type: none"> <li>-Waste disposal will have to be handled by an environmental registered body.</li> <li>-More conservation activities to assist in environmental awareness.</li> </ul>
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<b>How do you intend to make this COP available to your stakeholders?</b>
<ul style="list-style-type: none"> <li>• During CEA’s field days where we sensitise our clients, Business customers and community on our products.</li> <li>• During commissioning of finished plant.</li> <li>• While advertising our products in the media, banners.</li> <li>• While advertising on procurements for job openings.</li> <li>• During corporate gatherings we will give by word of mouth</li> <li>• In the future we look forward to the Global Compact Logo to appearing on all our products and letter heads.</li> </ul>

# CIMBRIA EAST AFRICA Ltd.



## Health, Safety and Environmental Policy.

All activities are to be conducted in a way which takes foremost account of the health and safety of all employees and other persons, and is conducive to achieving and maintaining a safe environment.

Implementing this policy involves not only compliance with relevant legislation but promoting suitable measures for the protection of health, safety and the environment for all who may be affected directly or indirectly by our activities.

To this end Cimbria East Africa is committed to;



- Expect demonstrated involvement and commitment of Senior Management, together with personal responsibility of all our employees, in the full implementation of this policy.
- Apply the principle that all injuries and incidents should be prevented and actively promote high standards of safety consciousness, the importance of managing risk effectively and the discipline this principle demands.
- Seek to ensure that our operations, products and services do not damage health or cause negative environmental impact.
- Strive to meet and exceed the needs of our employees, neighbours and communities directly or indirectly affected by our activities through a continuous process of minimising risk and improving the working environment.
- Maintain contingency procedures to minimise harm from accidents that may nevertheless occur, work with relevant authorities and emergency services in their development and application.
- Provide required training, skills and support to improve performance and be able to monitor improved performance.
- Participate in and support environmental conservation and community development projects.
- Address future needs and anticipate developments in long-term planning.

“Health & Safety are No Accident”

**THINK – PROACTIVE RESPONSIBILITY**

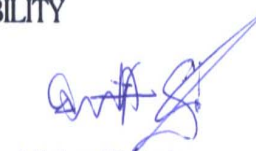


**Jørgen T. Neilsen**  
Managing Director



**R. N. Bairstow**  
F & A. Manager

**J. M. Mburu**  
Human Resource



**A. Kalama/ E. Ngala**  
H, S & E Team