



African Explosives (Ghana) Limited

Communication on Progress

Year: 2008

STATEMENT

We believe that our business policies incorporate the ten principles of the United Nations Global Compact. We are committed to achieving the highest standards of performance related to human rights, labour rights, the environment and the fight against bribery and corruption. Here we have summarised the progress we have made against these principles and we will continue to follow them up in future.

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	Global Compact Principle	Action Taken & Impact Achieved and/or Plans for the upcoming Year
<input checked="" type="checkbox"/>	1: Businesses should support and respect the protection of internationally proclaimed human rights;	<p>AEL ensures that its employees are remunerated properly. Salaries are reviewed annually and in addition, AEL participates in salary surveys carried out by reputable Human Resource and Auditing Companies to ensure that its salaries are market related.</p> <p>Safety of operations is a key element of AEL's operations which are carried out under the companies own World Class System. Employees are given safety training. The company's performance is monitored and reported on. The company is audited annually by the parent company.</p> <p>An annual medical surveillance programme is in place.</p> <p>The company covers the medical expenses of employees and dependants and will be adopting a Medical Aid programme as well as Group Life Insurance for all employees</p>
<input checked="" type="checkbox"/>	2: and make sure that they are not complicit in human rights abuses.	<p>The company has contracts with all its main contractors and endeavours to ensure that similar conditions as are applied by AEL are adopted by its main suppliers and contractors.</p> <p>A number of contractors have been audited, however, the audits have not covered all aspects of the Global Compact in sufficient detail and steps will be undertaken to broaden the degree of detail in the audits.</p>
<input checked="" type="checkbox"/>	3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	<p>Employees have the right to associate freely. Trade unions are active within our company and a Collective Bargaining Agreement is in place. The conditions of the agreement are reviewed every two years and the remuneration aspects annually. Facilities are provided for union officials to carry out their duties.</p>
<input checked="" type="checkbox"/>	4: the elimination of all forms of forced and compulsory labour;	<p>AEL remunerates its staff for all work carried out. Overtime and leave conditions are defined in the Collective Bargaining Agreement and company policies. Shift workers are paid a shift allowance.</p>

☒	5: the effective abolition of child labour;	AEL has recruitment procedures in place. On engagement, employees are required to provide the company with documentation including identification documents/ birth certificates and educational qualifications.
☒	6: and the elimination of discrimination in respect of employment and occupation.	<p>AEL does not support discrimination of any kind. While men form the majority of the workforce, a number of women are employed in the company as Operators and Work Group Leaders.</p> <p>Policies are in place in respect of maternity leave.</p> <p>Grievance procedures are also in place which allow for work place issues to be raised with management so that they can be dealt with.</p>
☒	7: Businesses should support a precautionary approach to environmental challenges;	<p>AEL has adopted the ISO 14001 Environmental Management System.</p> <p>All activities are monitored and reported. AEL works with the local Environmental Protection Agency who undertake regular inspections of the company's operations. An annual report is submitted to the EPA.</p> <p>Both internal and external audits are conducted on a regular basis.</p>
☒	8: undertake initiatives to promote greater environmental responsibility;	<p>Employees are trained in environmental awareness on induction into the company.</p> <p>All activities within the company have been assessed and the environmental impacts identified. Improvement plans are in place at each site where the company operates to address the significant impacts.</p>
☒	9: and encourage the development and diffusion of environmentally friendly technologies.	All projects are assessed at the design stage through a formal process to ensure that environmentally sound principles and processes are adopted.
☒	10: Businesses should work against all forms of corruption, including extortion and bribery.	<p>AEL has adopted a stringent Code of Ethics which is communicated to all employees on engagement and is periodically reviewed. Employees sign off that they have read, understood and will abide by the code.</p> <p>Procedures are in place for the purchasing of materials.</p> <p>The company is audited by its parent company's internal audit group as well as external auditors.</p>