

GLOBAL COMPACT PRINCIPLE	DISCUSSION AND DECISIONS
<p><b>1: Business should support and respect the protection of internationally proclaimed human rights:</b></p> <p><b>2. and make sure that they are not complicit in human rights abuses.</b></p> <p><b>3.Business should uphold the freedom of association and the effective recognition of the right to collect bargaining;</b></p>	<p><b><u>HIV/AIDS WORKPLACE PROGRAM/ HEPATITIS B</u></b></p> <p>Excel Courier Workplace Policy has not been implemented yet but education on awareness, victimization and advocacy programmes are held on quarterly basis.</p> <p>Condom use is encouraged through free distribution to the staff especially the heavy duty drivers.</p> <p>There has been some challenges such as voluntary testing, stigma, self denial and family involvement.</p> <p>Screening and vaccination of Staff against Hepatitis B infection has been ongoing and it's undertaken by Cocoa Clinic. About 50 employees have been vaccinated so far and the second batch is to commence next month at the site at Awaso.</p> <p>The company has registered staff on the NHIS Scheme with the SSNIT contributions and members enjoy free medical care.</p> <p>Excel has no record of human rights abuses and any allegations of human rights made against the company is investigated upon. Recently, in compliance with local Labour Law in our operations, the National Labour Commission redressed some concerns of some employees.</p> <p>The company allows and respects the rights of the employees to associate.</p> <p>All junior staff are subscribed to the Local Union of the Industrial and Commercial Workers' Union of Ghana (ICU).</p> <p>Top management holds quarterly communications meetings with the Local Union. The purpose of such meetings is to set the platforms where the junior staff could have open and frank discussions with the Executives.</p>

<p><b>4. the elimination of all forms of forced labour and compulsory labour</b></p>	<p>Drivers and management always discuss and agree on any demand for overtime and work is compensated for through bonus schemes. Remuneration is tagged to performance.</p>
<p><b>5.the effective abolition of child labour;</b></p>	<p>Excel does not employ minors and persons less than 18 years in accordance to the National Labour Law. The age distribution in the company as at 2007 is as follows:</p> <p>Age 23-24 : 1.2 %  Age 25-35 : 51.8 %  Age 36-45 : 30.1 %  Age 46-55: 17.6 %  Age 56-60: 2 %</p> <p>The minimum age is 22 and age verification is routinely enforced in the recruitment process.</p>
<p><b>6. and the elimination of discrimination in respect of employment and occupation</b></p>	<p>There has not been any complaint of discrimination against Exce. Marriage between employees and gender are not barriers to employment neither is there any diseases a barrier either.</p>
<p><b>7. Business should support a precautionary approach to environmental challenges.</b></p>	<p>Excel is committed to protecting and preserving the environment. Checking spillage of ore on our designated route and supporting developmental projects as part of our social responsibility.</p> <p>Excel has invested in staff training and provision of kits on our trucks and look forward to more involvement in communities that we work to enhance our social responsibilities in the near future.</p>
<p><b>8.undertake initiatives to promote greater environmental responsibility:</b></p>	<p>Excel disposed of our old trucks which were over 10 years old. Obviously these trucks were more prone to pollute the environment than brand new trucks. When the opportunity came to expand our fleet the company decided to acquire trucks which are</p>

<p><b>9. and encourage the development and diffusion of environmentally friendly technologies.</b></p> <p><b>10. Business should work against all forms of corruption, including extortion and bribery.</b></p>	<p>more environmentally friendly and consistent with new standards of regulatory bodies.</p> <p>The transport industry is prone to fuel siphoning, unauthorized use of vehicles for cartage of personal profit by the drivers, and carriage of unauthorized goods.</p> <p>As part of the company's quest to reduce corruption on the part of drivers, the company has installed tracking devices with which we are able to monitor all trucks 24 hours a day throughout the year.</p> <p>Managers have been provided with laptops, programmed with the tracking system such that at every point in time, any manager can track any of the company vehicles.</p> <p>The company also has pick-ups for road monitoring to create a real presence on the road in an effort to deter drivers from unlawful acts such as siphoning of fuel and the like.</p>
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# **COMMUNICATION ON PROGRESS**

**YEAR: 2007 / 2008**

## **STATEMENT BY CEO**

The years 2007/2008 have been beneficial in relation to continued business expansion and excellence in the execution of Excel's business.

We have continued to integrate our corporate social responsibility and commitments into our business strategy as a practical demonstration of our sustainable commitment to the principles of the Global Compact.

We have created value for our shareholders and all stakeholders, that is; customers, consumers, employees, communities, government agencies and NGO's.

We have enhanced our labour and employment practices through collaboration with the local union and focused interaction with all labour regulatory authorities and agencies thereby promoting the principles of human and labour rights.

Excel practices fair business and does not encourage corruption in any form and has therefore focused on sensitizing our systems internally from corruption tendencies.

Excel has also proactively engaged our staff in discussions on enhancing fuel efficiency and reducing the impact of our operations on the environment.

We would continue to engage our staff and communities in finding appropriate and practical technologies in our operations.

It's our hope that as we reach out to business entities and customers through our proactive and practical actions, we would, impact them positively.

**ALEXANDER AFENYO-MARKIN ESQ**

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**SEPTEMBER 30, 2007**  
**CHIEF EXECUTIVE OFFICER**

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