



# TROPICAL CABLE AND CONDUCTOR LTD.

## GLOBAL COMPACT COMMUNICATION ON PROGRESS (COP) REPORT

### FROM THE MANAGING DIRECTOR

As Managing Director of TCCL, I would like to express our continued support for the United Nations' Global Compact.

Our Company from its inception has always been committed to aligning our operations and strategies with principles in the areas of human rights, labour, environment and anti-corruption.

It is indeed a great pleasure for us to integrate and embed the global compact principles within TCCL.

I am pleased to say that so far we have strived to implement these principles and shall continue to be a signatory to the compact in the coming years.

**Tony Oteng Gyasi,**

**Managing Director.**

Human Rights:	Principle 1. Businesses should support and respect the protection of internationally proclaimed human rights within their sphere of influence: and Principle 2: make sure they are not complicit in human rights abuses
<p><b>Does the company demonstrate its human rights protection policy in any of the following documents?</b></p> <ul style="list-style-type: none"> <li>• Organizational structure</li> <li>• Employment rules</li> <li>• Risk management plan</li> <li>• Supplier selection criteria</li> <li>• Investment policy rules</li> <li>• Customer relation systems</li> <li>• Employee information and training plan</li> <li>• Sponsorship, donation and social activity</li> </ul> <p><b>Is there a special person or team or committee in charge of implementing this policy?</b></p> <p><b>Does the company have other special projects, for instance assisting non-governmental organizations to support disadvantaged social groups?</b></p>	<p><b>Actions and indicators :</b></p> <p>The company's employees are unionized and the company has collective bargaining agreement with the Union of Industrial Workers which spells out employment rules.</p> <p>The company continues to provide appointment letters/contracts signed by both parties that detail as a minimum, job duties, payment, hours of work, holidays and holiday payment when employing persons for more than six months.</p> <p>The company did not fire any employee because the employee filed a complaint against the business.</p> <p>The company made budget provisions to support the following:</p> <ul style="list-style-type: none"> <li>• Ho rehabilitation centre</li> <li>• S.O.S. Children Villages</li> <li>• Ghana Police Service towards community policing</li> </ul> <p>The company supports the following advocacy group:</p> <ul style="list-style-type: none"> <li>• Ghana Business Coalition against HIV/AIDS</li> </ul> <p>For the period under review, about 20 staffs received technical training to improve employee's skills.</p> <p>The company's management team is responsible for implementing the company's policies.</p>

<b>Labour Standards:</b>	Principle 3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining Principle 4: the elimination of all forms of forced and compulsory labour Principle 5: the effective abolition of child labour Principle 6: eliminate discrimination in respect of employment and occupation
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Does the company demonstrate its human rights protection policy in the following documents?

- Collective labour contract
- Organizational structure
- Employments rules
- Supplier selection criteria
- Customer relation systems
- Employee information and training plan
- External audit reports
- Equal opportunities policy

**Is there a special person or team or committee in charge of implementing this policy?**

Does the company have other special projects, for instance, assisting a non-governmental organization, which work for supporting equal opportunities between women and men, the abolition of child labour and other forms of labour norms violation?

**Actions and indicators :**

The company has collective bargaining agreement with the Union of Industrial Worker.

Employment rules and conditions of service are collectively negotiated every three years; this has led to a peaceful industrial environment for the company with attendant productivity gains.

A structured system exists for employees to communicate grievances directly to topmost management to guarantee their anonymity. Employees feel protected and thus communicate issues freely without any intimidation/discrimination.

The company adheres to minimum age provisions of the national labour laws and regulations; minors are not employed by the company and we insist our suppliers/distributors do not engage minors.

Qualification, skills and performance forms the basis for employee appraisal and career progression. This has contributed to trust and confidence between management and staff

The company is audited annually by external auditors to publish the company's annual report.

<b>Environment:</b>	Principle 7. Businesses should support a precautionary approach to environmental challenges, Principle 8: undertake initiatives to promote greater environmental responsibility Principle 9: encourage the development and diffusion of environmentally friendly technologies
<p>Does the company demonstrate its environment protection policy in the following documents?</p> <ul style="list-style-type: none"> <li>• Risk management plan</li> <li>• Supplier selection criteria</li> <li>• Customer relation systems</li> <li>• Employee information and training plan</li> <li>• Marketing plans</li> </ul> <p>Is there a special corporate environmental policy, independent or as part of other documents?</p> <p>Is there a special person or team or committee in charge of implementing this policy?</p> <p>Does the company have other special projects, for instance, assisting a non-governmental environmental organization?</p>	<p><b>Actions and indicators :</b></p> <p>The company adopts a precautionary approach that ensures raw materials are tested for conformance to standards that guarantees minimum waste is generated. In process testing as well as finished product testing generates information to indentify, and monitor possible environmental effects of the company’s products. This has resulted in minimizing waste generated.</p> <p>Generated aluminium waste is recycled through Western Rod and Wire (Our Sister Company) while copper waste is sold as scrap to dealers to be used as raw material for artisanal jewelry industrial or shipped back to our copper suppliers in Europe for recycling. PVC scrap is sold to dealers for recycling. The company thus creates business opportunities for copper and PVC scraps it generates.</p>

<b>Anti- Corruption:</b>	Principle 10. Businesses should work against all forms of corruption, including extortion and bribery
<p><b>Documents that could bear on elements of anti-corruption policy:</b></p> <ul style="list-style-type: none"> <li>• Financial rules and orders regarding gifts, social expenses and representational expenses</li> <li>• Purchase rules</li> <li>• Description of connected persons</li> <li>• Rules for service payments by state employees and/or employees to business to business partners</li> </ul> <p><b>Does the company have a document, describing the anti-corruption and anti-bribery policy, for instance in a code or other form</b></p> <p>Is there a person charged specifically with implementing this policy?</p> <p><b>Does the company have any special projects, for instance with a business organization and/or with the support of a non-governmental organization?</b></p>	<p><b>Actions and indicators :</b></p> <p>The company does not buy favors and has strict rules on gift and donations. Employees are informed about the company’s code of ethics at management meetings.</p>