



Communication on Progress
Year: 2009

Statement of Continued Support of the UN Global Compact

Karen Blixen Camp is an eco friendly luxury camp located in the beautiful Mara North Conservancy. We strongly believe responsible tourism holds the capacity to protect a natural wildlife area, alleviate poverty through proper working conditions and contribute positively to the local community.

Karen Blixen Camp supports the 10 principles of the UN Global Compact and is furthermore member of Ecotourism Kenya

Company name: Karen Blixen Camp Ltd.

Sector: Tourism sector

Number of employees: 70 staff members

UN Global Compact signatory since: 2008

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Brief description of nature of business

Karen Blixen Camp in the Masai Mara offers an authentic 'yesteryear' experience for visitors wishing to gain that little extra from their safari. Set on the banks of the Mara River with the impressive Oloololo Escarpment in front and the Mara plains behind; the location is spectacular. Throughout the day elephants, giraffes, zebras and impalas come for a drink while a large hippo pod rests lazily in the river. The Camp gives a feeling of the early 1920's era with beautiful and comfortable furniture. Long gone are the days when staying in a tented camp meant roughing it. You will find that Karen Blixen Camp is a step back in time with the luxury of today.

We offer exclusive game drives within the Mara North Conservancy, a non-governmental conservancy area of 32.000 Ha. Other activities: Game walks, balloon safaris, nature walks, birding, community visits, eco camp walk.

Scope of this COP

To show how we conduct Responsible Tourism in compliance with UN Global Compact at our ecofriendly luxury Camp in Masai Mara

Human Rights	
UN Global Compact principles covered:	Principle 1: Business should support and respect the protection of internationally proclaimed human rights Principle 2: Business should ensure that they are not complicit in human rights abuses
Human Rights Current	<p>COMMITMENT Karen Blixen Camp is a private sector company and therefore not involved in human rights activities. However, we have incorporated the principles of ILO and obeys the working law of Kenya</p> <p>A BRIEF DESCRIPTION OF OUR PROCESSES OR SYSTEMS</p> <p>ACTIVITIES IMPLEMENTED IN THE LAST YEAR</p> <p>MEASUREMENT OF OUTCOMES AND VALUE ADDED FOR OUR COMPANY</p>
Human Rights Future	<p>Activities planned for next year We are currently not planning to facilitate human rights activities.</p>

Labour Rights	
UN Global Compact principles covered:	<p>Principle 3: Business should uphold the freedom of association and the effective recognition of the right to collective bargaining</p> <p>Principle 4: Business should support the elimination of all forms of forced and compulsory labour</p> <p>Principle 5: Business should support the effective abolition of child labour</p> <p>Principle 6: Business should support the elimination of discrimination in respect of employment and occupation</p>

COMMITMENT

Karen Blixen Camp believes that the private sector has the capacity to alleviate poverty through proper working conditions. We abide by the Working Law of Kenya 2007, the Labour Organization's (ILO) declaration on rights to work and have endorsed the labour principles of the UN Global Compact.

A BRIEF DESCRIPTION OF OUR PROCESSES OR SYSTEMS

Karen Blixen Camp sells safaris for overseas clientele. We employ 70 staff members per 60 guests (high season). Our main product is game drives, but the staff reg. service is extremely important. This is also why our policy is to secure our staff proper working conditions.

ACTIVITIES IMPLEMENTED IN THE 2006-09

Working conditions

Permanent contract for job security

All staff is employed on a permanent contract with a 3 month probation period. This ensures not only job security, rights in case of termination, but also economic, social and medical benefits. Contracts have been written by Muthoga Gaturu & Advocates in accordance with the Working Law of Kenya 2007. Karen Blixen Camp refrains from use of casual labour as this renounces job security, social rights and medical benefits.

Worker's right to join an association and to bargain

Karen Blixen Camp respects workers' rights to join a union. 5 staff members have been democratically elected to speak on behalf of the staff. At least once a month a meeting between the management and the staff is held whereby staff is able to raise questions or concerns. Staff is also encouraged to formally negotiate salary and terms of employment at least once a year. In case of any misinterpretation between the individual staff member and the management the company responds to the labour union with attention to resolve the matter. Karen Blixen Camp does not encompass forced labour or child labour at any rate nor does our suppliers.

Medical security and benefits

All staff members have medical insurance through the National Health Insurance Fund. NHIF covers the staff member and close family in case of in-patient medical help (hospitalization) but not in case of out-patient medical help. The Camp covers all out-patient activities (consultation fee, test and medication). When needed, staff is able to seek medical help at the neighbouring health clinic. In case of extended medical treatment staff is referred to private or national hospitals in Nairobi. Two doctors at Kenyatta National Hospital, Nairobi, are attached for counselling and monitoring of health.

Social security

All staff members are covered through National Social Security Fund. NSSF reimburses social benefits when the member retires from a regular paid employment or to the dependants of a deceased member. NSSF also offers funeral grants.

Housing and relaxation when not working

The staff accommodation comprises two stone houses; canteen, flush toilets and hot and cold water showers. All staff rooms have bed, beddings, linen, mosquito net and a lockable cupboard for private belongings. The canteen serves breakfast, lunch and dinner. TV with DSTV provides news from the outside world and a DVD shows movies. Twice a year a football tournament between the camps in the area is arranged. The Karen Blixen Camp Team came in no. 2 last time.

Gender equality and equity

Karen Blixen Camp is committed to promote gender equality and equity. Women and men are given the same employment conditions and salary is paid in accordance to qualifications. Women are also given 3 months of maternity leave. Out of our 70 staff members; 17 are women and of these 4 are Masais. We have in other words not managed to have a 50% gender ratio. The reasons are partly due to educational barriers, barriers within the society and the difficulty of encouraging women to come and work in the bush. Women are therefore strongly encouraged to apply.

MEASUREMENT OF OUTCOMES AND VALUE ADDED FOR OUR COMPANY

Labour Rights Future	<p>ACTIVITIES PLANNED FOR NEXT YEAR</p> <p>Karen Blixen Camp believes we have implemented the necessary legal structures to run a camp in accordance with the ILO and the 4 principles of the UN Global Compact. As we use various suppliers, food, beverage, cars, maintenance it currently seems very difficult to ask those suppliers implement same conditions. However, we would be interested to carry out a study of our suppliers' regarding working conditions and honouring ILO, the 4 principles of the UN Global Compact and Kenyan Working Law.</p>
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Environment	
UN Global Compact principles covered:	<p>Principle 7: Business should support a precautionary approach to environmental challenges</p> <p>Principle 8: Business should undertake initiatives to promote greater environmental responsibility</p> <p>Principle 9: Business should encourage the development and diffusion of environmentally friendly technologies</p>

COMMITMENT

Karen Blixen Camp has been constructed to run in the most environmental conscious manner. We are committed to protect the fragile Mara ecosystem and to minimize our impact on the nearby environment.

A BRIEF DESCRIPTION OF OUR PROCESSES OR SYSTEMS

ACTIVITIES IMPLEMENTED IN THE LAST YEAR

Solar panels provides electricity

The Camp is fully powered by solar panel system providing 24 hours electricity in all guest tents, office, kitchen, gift shop and staff houses. We have 10 solar panels installed. 4 units are placed just at the driveway into the Camp and 6 small units are placed on the roof of the administration building. The solar panels collect solar radiation from the sun and convert this energy into electricity. During sunny days the solar panels follows the exact position of the sun and the solar energy goes into the battery banks making sure electricity is also available at night or on rainy days. The benefit is obvious, there is no excessive use of diesel fuelling noisy generators and our outlet of CO₂ to the ozone layer is kept at a minimum.

Gas used for heating water

Charcoal and firewood inevitably contributes to deforestation of Kenyan woodlands. We use gas burners for heating up water for the outdoor showers. Outside each tent a gas cylinder has been placed with pipes connecting to the main water tank. Every time you open the hot water tap; water runs through and the gas fuels a flame that will heat up your water. Staff uses the same hot water system when taking showers in their bathrooms. Gas is also used for cooking meals served at the restaurant and for staff. The benefit is simple; no charcoal or firewood is used, meaning we do not contribute to deforestation of Masai Mara woodlands.

Waste water treatment

Usage of water for showers, washing of bed linens, cooking food and not to mention flushing toilets, creates waste water. All waste water coming from kitchen, tents, staff houses is led into the sewage system. From here it is directed into the septic tank. Hereafter it is mechanically treated as it runs through channels of charcoal and sand filters. The water ends in two huge soak pits. The surface water is collected and used for watering our bush garden.

Strict waste management plan for recycling

Karen Blixen Camp is committed to ensure all waste production is recycled. Organic waste is composted making brown soil used as a natural fertilizer in our vegetable garden. Non-degradable waste is separated and transported back to Nairobi for recycling. Wine bottles are given to Kitengala who makes the most beautiful mouth blown glassware as the small butter and salt dishes set on the tables. Plastic water bottles are given to a company who make sure the plastic is recycled and made into plastic poles. Paper and cardboard is also recycled and then given to Kawangware Youth Project who makes the nice paper bags available in the gift shop. Milk cartons are either used in our tree nursery or returned to Tetra Pak. Old car batteries, metal or building materials are and given to a private company who sells it for further usage. Everything that can be reused is being recycled.

Laundry policy

We kindly ask all of our guests to help us to save water and keep usage of detergent at a minimum. We believe this policy will save water and detergent. In all tents we have displayed *Please change linen* and *Please change towels* signboards.

Eco walk around the Camp

We recommend all our guests to go for a guided eco walk around the Camp and learn more about how we run an eco friendly luxury camp out in the bush.

CONSERVATION

Oloisuk Concession area

Karen Blixen Camp has its own private concession area, Oloisuk. The Camp protects 3.400 acres (1.373 Ha) of natural wildlife area; adjacent to the Mara River and behind the Camp. Karen Blixen Camp leases the land of its Masai landowners and every time a guest spends a night we pay the landowners 5 USD. The payment of bed night fee amounts to 37.000 USD annually. Our private concession area gives guests an

<div>Environment Future</div>	<p>ACTIVITIES PLANNED FOR NEXT YEAR</p> <p>Planting trees for conservation</p> <p>Karen Blixen Camp has initiated a reforestation project. The target is to plant 10.000 indigenous trees every year. The purpose of the woodlots is to provide increased habitats for wildlife as well as sustainable grown firewood.</p>
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Anti-corruption		
UN Global Compact principles covered:		Principle 10: Business should work against corruption in all its forms, including extortion and bribery
Anti-corruption Current	<p>COMMITMENT</p> <p>Karen Blixen strongly believes that the Maasai landowners/community should be provided with the economically incentives to set aside their land for wildlife conversation. The way forward is to establish fixed lease agreements with direct monthly payments.</p>	
	<p>A BRIEF DESCRIPTION OF OUR PROCESSES OR SYSTEMS</p> <p>Martin Sonderby Nielsen, Owner and Director of Karen Blixen Camp is one of the founders of Mara North Conservancy. He is Treasury and Director of Mara North Conservancy.</p> <p>MNC discovered the paid park fee of 50 USD per guest did not previously benefit the whole of the community but a very few of the leaders. The corruption rate was estimated to 80% meaning the landowners at large did not benefit as entitled to. After many meetings and negotiations with the leaders as well as the 800 Maasai landowners decided to lease their land to Mara North Conservancy. The lease payment is monthly and according to the registered size of plot. The lease payment goes directly into each landowner' bank account. Karen Blixen Camp and 9 member camps pays 93 million USD as conservancy fee per annum. Karen Blixen Camp pays 27% of this amount.</p>	
	<p>ACTIVITIES IMPLEMENTED IN THE LAST YEAR</p> <p>Establishment of Mara North Conservancy</p> <ul style="list-style-type: none"> • Professional wildlife and land management • Management and training of game wardens and rangers • Direct and transparent revenue distribution to the Masai landowners • Promotion of strong eco-tourism practices and use of environmentally friendly technologies • Controlled tourism and guaranteed low vehicle density for lower environmental impact • Fundraising for the betterment of the local communities 	
	<p>MEASUREMENT OF OUTCOMES AND VALUE ADDED FOR OUR COMPANY</p> <p>We have established a first class conservancy area with</p> <ul style="list-style-type: none"> • Professional wildlife and land management • Management and training of game wardens and rangers • Direct and transparent revenue distribution to the Masai landowners • Promotion of strong eco-tourism practices and use of environmentally friendly technologies • Controlled tourism and guaranteed low vehicle density for lower environmental impact • Fundraising for the betterment of the local communities 	

Anti-corruption Future	<p>ACTIVITIES PLANNED FOR NEXT YEAR</p> <p>1) Professional wildlife and land management</p> <ul style="list-style-type: none"> • Anti-poaching enforcement • Responding to and finding solutions for human/wildlife conflicts • Controlled grazing and zoning for livestock • Compensation for predator/livestock conflict • Security for the communities as well as the camps • Infrastructure maintenance for roads and tracks • Natural habitats restoration • Maximizing long-term value of the land for the communities <p>2) Eco sound practices</p> <p>To ensure the utmost private and undisturbed wildlife experience Mara North Conservancy is committed to promote sound environmental practices with low impact tourism and low vehicle density.</p> <ul style="list-style-type: none"> • Starting in 2011, the conservancy will be exclusive-use only for the 10 member camps • The number of beds per camp is restricted to ensure an exclusive safari experience for our guests • A limited number of game vehicles are allowed within the area to ensure very low vehicle density • All guests are required to drive with a professional, qualified guide • All member camps must have an Environmental Impact Assessment approved by NEMA, the National Environment Management Authority • Member Camps and their guest must adhere to a professional code of conduct when game driving • All member camps must strive to implement environmental friendly technologies such as: solar panels, eco burners for heating water, strict waste management, waste water treatment, organic composting and the use of sustainably grown firewood • New developments of tourist establishments in Masai Mara North Conservancy were per July 2006 government moratorium prohibited. Mara North Conservancy supports this stance, and furthermore, has taken a lead in tackling a number of illegal developments. <p>2) Fundraising for the betterment of the local communities</p>
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How do you intend to make this COP available to your stakeholders?

We have written a "Responsible Tourism" brochure that can be down loaded from our web site. The brochure entails same info as given in this COP.

DONATIONS, AWARDS

Voted Runner Up for Best New Safari Property in Africa by The Good Safari Guide 2008, www.goodsafariguide.com

COMMUNITY PROJECTS

We support the community in various activities among them are:

UN Public Private Partnership Program

Karen Blixen Camp has entered the UN Public Private Partnership Program in conjunction with Danida, the Danish International Development Aid. The camp has facilitated a study of the challenges occurring within the local Masai community. Danida has approved the study and granted Karen Blixen Camp for funding. The first project will focus on improving health care and health care facilities at the local health clinic. The next project will focus on education; enabling Kenyan youth to train and work in the highly competitive tourist industry. Danida will contribute with 60% of the funding and Karen Blixen Camp will contribute with 40% of the funding.

Better health care facilities in the Mararienda

Christian Missionary Fellowship runs health care clinics throughout Masai Mara and serves a total population of 10.000 people. The Mararienda health clinic employs two nurses and consists of two consultation rooms, a pharmacy and a laboratory. The nurses serve a population of 2.000 people and each patient pays 300 KSH per consultation, medication included. Running a health clinic in the bush definitely has its challenges. Karen Blixen Camp will purchase an ambulance and a motorbike. The intentions are: 1) Enable referral for especially pregnant women with obstetric complications to nearby maternity unit. 2) Enable transport of test samples and monitor HIV/Aids and tuberculosis. 3) Visit elderly or disabled people in their homes. 5) Increase immunization rate for children and conduct public health awareness by running mobile clinic.

Education and training for Kenyan youth

Karen Blixen Camp believes the private sector has a responsibility to educate and train the Kenyan youth; enhancing their professional skills to work in a highly competitive tourism industry. We support the Africa Commission and the initiative "Realising the Potential of Africa's Youth" and will work towards the establishment of a hotel school based in Masai Mara. The core idea is in-house training with the theoretical tuition conducted by national and international teachers. The project is expected to be launched by 2012/13.

Trade not aid – revenue going back to the community

The tourism industry is often criticized for not ensuring that enough of its revenue goes back to the host community; making it possible for the locals to profit economically from the hotel or camp. Our revenue is distributed to the community on various scales.

Purchase of local produced goods and use of local suppliers

Free ranging and very eco friendly Masai goats and lambs are sold by Masai herdsman and served for our staff; either barbequed or used in stews. Milk for the staff's morning chai (tea with hot milk) also comes from the local Masai cattle, grazing on the savannah. All bottled soft drinks are bought at a small shop in the Mararienda village. For logistic and contractual work we hire local trucks and jeeps. In total 40.000 USD are spent yearly using local suppliers, saving us money, time and diesel not purchasing from Nairobi.

Guests visits benefits the local Masai community

When guests previously visited the traditional Masai village the ticket fee often did not economically benefit the villagers. To ensure transparency Karen Blixen Camp has initiated a simple ticketing system. When our guests wish to visit the Masai village he/she is obliged to obtain a ticket at the Camp. The Camp keeps track of all sold tickets. At the end of each month the total amount is calculated and the money paid. In this way the villagers are ensured to receive the money they are entitled. Other Camps in the area has adopted this corruption free ticketing system.

Beautiful beadwork handmade by local Masai women

The beautiful Masai artifacts for sale in the gift shop are made by the local Masai women's group. It was the women who took the initiative and came to sell their beaded armbands, wedding necklaces and rungu (wooden clubs). Since we wish to promote trade, not aid, prices are negotiated and the gift shop makes a profit every time guests buy the artifacts. Last year we bought Masai beadwork worth 3.800 USD and sold everything; making the business profitable for both parties.

Artwork made by artisans in Dabaab

Karen Blixen Camp and Danish Refugee Council have initiated an art project. Artisans living in Dabaab, the world's biggest refugee camp make artwork, which is sold at the gift shop. The same principle business to business applies; both parties must make a profit to make the project sustainable. The project will be launched in 2010.

