

COMPANY STATUS ON IMPLEMENTATION OF THE UN TEN PRINCIPLES

Introduction:

The Global Compact's ten principles are derived from:

- The Universal Declaration of Human Rights,
- The international Labour Organization's Declaration on Fundamental Principles and Rights at Work,
- The Rio Declaration on Environment and Development, and
- The United Nations Convention Against Corruption.

UN Expectations:

The Global Compact desires the participating companies to pursue two complementary goals:

- To embrace, support and enact, within their sphere of influence, a set of core principles in areas of human rights, Labour standards, the environment and anti-corruption.
- Undertake projects to advance broader UN development goals.

Company Commitment

BOC Kenya is committed to support the UN initiatives within the company's strategies, guidelines, Policies, Practices and behaviours which lay basic fundamental management standards in all its operations and activities. The concept adopted by the company "I am the difference" put the responsibility on the individual and teams to ensure the overall behavior is in line with the company vision, values and principles.

The company is also committed to participating in promoting responsible corporate citizenship, continuous improvement for sustainable change and growth and being part of the solution to the global challenges.

A brief highlight of the company's status in regard to the implementation of the ten core principles is as specified below:

	Principles of the UN Global Compact		BOC Status on implementation of the Ten UN Principles
A	Human rights	1) support & respect the protection of internationally proclaimed human rights 2) ensure non complicit in human rights abuses	<ul style="list-style-type: none"> • Our Values: Passion to excel, innovation for customers, empowering people & thriving through diversity • Our Principles: Safety-We don't want to harm people or the environment, integrity-our actions are honest, fair, and ethical, sustainability- we are preoccupied with today's success, but accept our responsibility for future generations • Work progressed through the Linde Spirit workshop and developed a Behavior Charter Cascaded to employee.
B	Labour standards	3) Uphold the freedom of association and effective recognition of the right to collective bargaining, 4) Effective abolition of child labour 5) Elimination of all forms of forced and compulsory labour 6) Elimination of discrimination in respect of employment and occupation	<ul style="list-style-type: none"> • The company is in compliant with the Kenya labour laws in regard to all terms and conditions of employment including engagement of child labour, forced and compulsory labour. • The company recognizes The Chemical & Allied workers Union and negotiates freely. A collective bargaining agreement is in place.

			<ul style="list-style-type: none"> • Company is a Member of the Federation of Kenya Employers and keeps abreast of new developments in labour relations with a view to implementation. • The company does not discriminate in employment and occupation and adopts the principle of justice and fairness in all operations and practices. • Hold open monthly consultative forums which address work related issues, weekly green area section meetings (CHORES) and quarterly MD briefs. This gives employee's ample forum to raise any issue of concern and an open communication channel to be heard.
C	The environment	7) Support a precautionary approach to environmental challenges 8) undertake initiatives to promote greater environmental responsibility 9) Encourage the development and diffusion of environmentally friendly technologies.	<ul style="list-style-type: none"> • Integrated Safety Health Environmental & Quality (SHEQ) policy that addresses environmental issues in addition to occupational health and safety issues. • The company attained ISO 14001 Occupational Health Management System accreditation in 2010. • The focus through the SHEQ Road Map is to get to world class standards. Managers and employees work together to integrate environmental thinking into all business activities and adopt best environmental practices in order to bring positive benefits to the business, community and other stakeholders. • The SHEQ Road Map involves: Resource efficiency, Environmental risk management, awareness and communication.
D	Anti-Corruption	10) Work against corruption in all its forms, including extortions and bribery	<ul style="list-style-type: none"> • Code of Ethics in place and awareness created focusing on all employees. • Availability of Integrity Line-24hrs, 7 days • Retaliation Policy in place • Gift & entertainment Policy in place