



B-BOVID LIMITED

Integrated Organic & Biodiversity Farming

Agriculture, Aqua-culture, Agro Processing, Agro-Eco Tourism

Building Business On Values Integrity & Dignity

2013 Communication on Progress

I am pleased to confirm that BBOVID Company Ltd reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti- Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

Sincerely yours

Issa Ouedraogo

CEO



Global Compact Principle	Action Taken
<p>1: Business should support and respect the protection of internationally proclaimed human rights;</p>	<p>B-BOVID stands for Building Business On Values Integrity and Dignity and as a company the support and respect of human rights reflects in the company's philosophy. It has in place as part of its Corporate policy, policies requiring that its employees, business partners and suppliers adhere to the principles on human rights.</p> <p>OCCUPATIONAL HEALTH AND SAFTY</p> <p>B-BOVID is committed to the protection of all staff and visitors from injury and occupational disease and is committed to following all relevant governmental legislation. The Company's commitment to OH&ES includes:</p> <ul style="list-style-type: none"> a) Preventing injury or illness to all staff members and visitors by providing a safe and healthy work environment b) Ensuring the work environment as well as work practices are safe and hazard free c) Providing staff with all necessary training and access to information to achieve a safe and healthy workplace d) Providing worker's compensation insurance as required by law e) Providing a rehabilitation program to assist staff returning to work after a work injury f) Ensuring that all workstations are equipped with high-quality ergonomically designed furniture to minimize health risks to staff. <p>It is the policy of B-BOVID to do all that is reasonably practicable to establish and maintain high standards of occupational health, safety and environmental protection at work, in order to prevent personal injury or illness, property damage, fires, security loss and environmental pollution.</p> <p>To achieve the above objectives, management continues to implement the following policies:</p> <ul style="list-style-type: none"> 1. Promoting employee training awareness in safety/health and environmental issue. 2. Providing suitable protective equipment to its employees. 3. Providing adequate firefighting/preventive equipment and

		<p>training.</p> <p>4. Applying consultative procedures to facilitate the active involvement and commitment of all employees to fulfill their roles and responsibilities under the policy.</p> <p>The company continued with its provision of safe working environment for its employees and communities within which it operates. The company also maintained its good relationship with the staff, local government and other stakeholders by not implicating itself in any human rights abuses.</p>
	2: and make sure that they are not complicit in human rights abuses.	The company persisted with its measures and checks in regard with human rights abuses. The company does not in any way tolerate human rights abuses in its operations and extends same conditions to all out sourced suppliers and contractors. Within the reporting year there were no records of human rights abuse.
	3: Business should uphold the freedom of association and the effective recognition of the right to collective bargaining.	<p>It is the policy at B-BOVID to abide by the employment conditions as described in the relevant labour laws of Ghana and terms of their employment contract. All staffs are issued with a statement of duties outlining the responsibilities and tasks related to their position on commencement. It is the Policy to include a probationary period for each new appointment. The probationary period is for three months from the date of starting. At the end of this period there will be a performance appraisal and if successful the status of the probationer will be formalized.</p> <p>As a small company, employees do not have unions but have staff associations where there is room for bargaining and mechanism for addressing all grievances.</p>
	4: The elimination of all forms of forced and compulsory labour.	The company does not encourage forced labour and ensures that suppliers do not engage in that. When operational duties demand for overtime work , the staff members working overtime as authorized by their direct supervisor are entitled to compensatory payment or time-in-lieu. The overtime rate is paid on hourly basis and calculated on the basis of the basic salary.
	5: The effective abolition of child labour.	B-BOVID's policy on abolition of child labour is clearly spelt out in its operations. The company does not employ minors and acts in strict compliance with the National Labour Law. Age verification is carried out during recruitment processes.
	6: and the elimination of discrimination in respect of employment and occupation challenges:	B-BOVID is an equal employment opportunity employer and is committed to ensuring that job opportunities are available to all staff and advancement is based on merit. The policy of the Company prohibits discrimination in the workplace due to gender, race, marital status, pregnancy, disability, race, place of origin, religion or political

		<p>conviction.</p> <p>In the event that an employee perceives there to be an equal employment opportunity issue, they will:</p> <ul style="list-style-type: none"> • Try to resolve the matter with their Manager first, keeping dated and signed documentation of the discussion • If within five working days the problem is not resolved to their satisfaction, they will then put the complaint in writing and discuss the matter with the Human Resources Manager who will refer it to senior management if deemed necessary.
	7: Business should support a precautionary approach to environmental challenge:	<p>As a company focused on general farming, agro-processing, eco-tourism, import and export of agricultural goods and equipment, the care of the environment is at the core of our operations. The company engages in organic farming and produces and supply high quality biodiversity products such as palm oil, palm kernel oil, and other vegetable oils to the domestic and export markets. To provide the raw material base, the company demonstrates best practices in farming on organic farming biodiversity & conservation on its own plantations, has established an out-grower scheme and provides members of the scheme with high quality planting material, and trains them in modern farming techniques.</p>
	8: Undertake initiatives to promote greater environmental responsibility	<p>B-BOVID as a business is organic based and provides organic fertilizers to farmers , provides organic animal feed for fish farming and livestock , has developed and provides high yielding pest resistant seedlings to small scale farmers.</p> <p>The company introduces and supports farmers to practice sustainable agriculture, with a focus on biodiversity and organic methods of production. It believes that this is integral to promoting food security in the region, while producing healthy and nutritious foods, high yields and productivity, conserving soil health, and protecting the natural environment</p>
	9: and encourage the development and diffusion of environmentally friendly technologies	<p>The company shares its knowledge on organic farming with small scale farmers and has established a school promoting environmental and climate change adaptation.</p> <p>It uses modern, science-based agricultural methods to assist rural farmers to increase their productivity. The organisation runs an ICT centre for agriculture where farmers are supported to learn to use technology to empower themselves to seek out agricultural solutions.</p>
	10: Business should work against all forms corruption, including	<p>Per its name the company is built on Building Business On Values Integrity and Dignity and it thus ensures that its operations do not condone corrupt practices.</p>

	extortion and bribery	Employees are encouraged to report suspected corrupt or fraudulent practices of others and are protected from reprisal by the Whistle Blower Act.