



MEGA CORP INTERNATIONAL:

CORPORATE SOCIAL RESPONSIBILITY & COP

FOREWORD: Directors' Statement.

We started 2010 as we ended 2009 – full of positive energy, dedication and renewed resolve to build a more efficient and more dynamic Eco-Tourism with the best customer service of any business.

To achieve this goal we had to reorganize the way we work, make changes where necessary and continue to grow our customer base and portfolio of products.



“Earlier in my entrepreneurial career I set out to build a values-driven company, where deep human values would shape the culture and help define the organization. I’m not talking about the corporate values statements you see posted on the walls of many large companies today”.

“MCI / FED is committed to the principles of Global Compact and Social Responsibility, which has been embedded in our business strategy and reflected in our daily decision making, taking into accounts the economic, social and environmental considerations”

Ms. Genevieve A. Oluoch, Director / CEO

We Support UNGC



Moving Ahead with Confidence!

VISION:

To be the market leader offering high-end, diverse and distinctive tourism visitor experience in the Eastern African Region.

Mega Corp Mission Statement:

To efficiently undertake to facilitate and increase tourism trade in the region through quality processes; and comply with Quality Management Systems.

Policy:

As a responsible corporate citizen, Mega Corp makes efforts to positively impact the lives of Kenyans. The firm's corporate social responsibility (CSR) policy statement and guidelines provide the framework through which it gives to various worthy community causes.

Mega Corp's CSR programmes are premised on the need to conduct business in a socially acceptable and sustainable manner while taking into account the needs of stakeholders and the society at large.

The policy focuses on improvement of quality of life, particularly through promotion of the ten principles of the UN Global Compact and seeks to improve the quality of its products and services while running an administration striving for excellence with sustainability.

Quality Policy Statement & Partnership to UN:

“Mega Corp International is a member of the United Nation Global Compact and commit to making its principles part of our strategy, culture and day-to-day operations of our organization and undertake to make a clear statement of this commitment - both to our members, partners, and collaborators and to the public. We support public accountability and transparency and will report on progress made in a public manner”.

Diversity & Sustainability:

Sustainability means going beyond the norm in committing ourselves to the cause at work and in our free time. This is always done with a great deal of creativity, high investment of energy and often has a scant reward. For that reason we have maintained membership in various professional programs-specific Organizations for experiential learning and exposure; introduced innovative concepts with the aim of implementing sustainable development within the company.

Social Responsibility & Principles:

MCI has invested in programmes underpinned by CSR principles, which largely involve investment in and giving back to the communities in which we operate.

Besides offering employment to neighboring communities, **MCI** have gone an extra mile to identify areas and projects where they can partner to uplift the livelihoods of their neighbors.

MCI's corporate and community affairs department is coordinated by its foundation charged with the responsibility of coordinating CRS programmes.

UNEP Course in Kenya



Environmental Law-Making and Diplomacy Course at UNEP HQ's in Kenya – 2009

Kenya had the opportunity to host the negotiator's course, it touches on all aspects of humanity; Environment, Human Rights, Labour and Developments. MCI / FED were participants in this high level empowerment training.

FOUNDATION FOR ECO DIVERSITY (FED)

MCI through its foundation, past years has seen a number of key initiatives to support local communities.

The organization has initiated Eco – tourism including income generating activities which address the economic needs of local populations and reduce pressure on natural resources.

MCI's CODE OF ETHICS:

We are committed to ensuring that our business is conducted in all respects according to rigorous ethical, professional and legal standards.

STATEMENT OF COMMITMENT:

HUMAN RIGHTS:

"Responsible conduct continues to be encouraged throughout the organization, in part as a natural outcome of good management. But it is also promoted because as a corporation we place exceptionally high value on quality—in this case, the quality of our behavior;" focusing on human rights and social ethics.

The organization is committed to recruit, develop and retain competent human capital.

LABOUR:

Principle 3:

Embracing new technological advancement as a step by the company aimed at improving product quality and effective service-delivery by satisfying customer's need.

The company respects and applies fair labour practices in accordance with the labour laws of Kenya, International Labour Organization Conventions and other International Standards. We respect the right of all unionisable employees and encourage collective bargaining. To achieve this harmony, MCI has adopted a positive approach towards the activities of trade unions and an open attitude towards their organizational activities.

Principle 4:

MCI is a member of notable business forums and encourages its employees to free expression and to trade unions membership.

We also promote on merit and encourage treatment of one another with mutual respect and human dignity. It is against the company's code of ethics to engage in any unfair competition, Child or compulsory labour. The standard also regulates our relationship with clients.



Capacity Building:

Strategic Business Management - SIDA International Programme – Sweden2010

Capacity building is one of Mega Corp's priorities for empowerment; the director was one of the fellows.

Principle 5:

The company forbids engagement of children or underage persons or exposure to situations in or outside the work place that are hazardous, unfair or unhealthy. MCI's deep concern for diversity has developed and participates in and contributes to policies and programmes, which provide for the remediation of children found to be engaged in child labour.

Principle 6:

MCI is committed to protecting the health & safety and welfare of its employees, contractors and the public and promotes responsible environmental practices. The company does not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation or harassment.

ENVIRONMENT:

Principle 7:

MCI has set a five year strategic goals in its commitment to improve environmental aspects locally and nationally, through sustainable development and project sponsorship. MCI is committed to rehabilitating the natural environment where the operations of the community have negatively impacted on it.

Sustainable Communities Course - 2009



We participate in Learning Forums

MCI is focused on social inclusion and continue to build capacity of the local communities where it operates by integrating community considerations.

Principle 8:

The company conforms to national and international legislation regarding the use and protection of natural resources and other eco-diversity systems of high ecological value. Major achievements in this area have been demonstrated responsible Eco-tourism.

Principle 9:

In 2007, MCI / FED entered into a "**Partnership**" with Arcilla Research of Netherlands to transfer new technology to Kenya for the benefit of the people; **to provide low cost housing materials and innovative technologies**; based on the utilization of locally-available secondary and renewable resources, resulting in a system that is friendly to the environment (**zero carbon and wood-free**) and the pocketbook.

MCI is engaged in the promotion of transfer of these environmentally sound technologies and is well-positioned to provide targeted support services by reorienting their activities towards targeted interventions of sustainable development that benefits the people.

TRANSPARENCY:

Principle 10:

The organization is committed to the principles of good governance and shall ensure that policies, programmes and practices to manage corporate governance are in place to result in compliance.

MCI is committed to maintaining the highest standards of integrity & corporate governance practices so as to maintain excellence in its daily business activities that promote ethical and a sustainable business practices.

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