UN Global Compact Communication on Progress
KNEWROW RESOURCES

In March 2010 KNEWROW RESOURCES joined the UN Global Compact – the world's most extensive initiative for corporate social responsibility. As a voluntary, multi-stakeholder initiative, the UN Global Compact brings together all relevant actors – government, business, labour and civil society – to advance universal principles in the areas of human rights, labour standards, the environment and anti-corruption. By joining the Global Compact, we wish to demonstrate our continuing commitment to advancing the ten principles of the Global Compact in our policies, programmes and business operations.

This is our third "Communication on Progress" to Global Compact.

It covers calendar year from 2013 to 2014. Below we have given brief descriptions of the Company's policies, programmes, agreements and activities that help promote the principles of the Global Compact. The activities are organised under the principles of the Global Compact that they apply to. Being a very small organisation, we are able to report the few activities carried out in each Area of the Principle, while we intend to do more in the future. Mostly, we have being able to sustain our previous activity, which we believe it's the most important thing. With time, we will be able to improve and increase our activities.

Company Name: KNEWROW RESOURCES **Date: JUNE 20, 2014**

Unit: Management Consulting

Address: RO AD 22, HOUSE 1A, OWODE HOUSING ESTATE, APATA, IBADAN OYO STATE. NIGERIA

Membership date: MARCH 26, 2010

Country: NIGERIA **Number of employees: CURRENTLY 5**

Contact name: MS TOSIN GBADAMOSI

Contact Position: EXECUTIVE DIRECTOR **Sector: SERVICES**

Contact telephone no.: +2348037212446

Brief description of nature of business: The Firm is into Management Consulting and Training.

Statement of continued support: I am pleased to confirm that KNEWROW RESOURCES supports the ten principles of the Global Compact with respect to human rights, labour, environment and anti-corruption. With this COP, we express our intent to continue in the advancement of those principles within our sphere of influence. We are committed to making the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Millennium Development Goals.

We recognize that a key requirement for participation in the Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the ten principles. We support public accountability and transparency, and therefore commit to report on progress annually according to the Global Compact COP policy.

Signature: AYO MURITALA **Position: MD/C.E.O**

HUMAN RIGHTS

PRINCIPLE 1 BUSINESS SHOULD SUPPORT AND RESPECT TH E PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS

PRINCIPLE 2 BUSINESS SHOULD ENSURE THAT THEY ARE NOT COMPLICIT IN HUMAN RIGHTS ABUSES

Our Commitment or Policy: Our Firm have developed the policy that negates Human Right Abuse directly or indirectly. We also make sure that all our clients and vendors are also not complicit in Human Rights Abuses.

A brief description of our Processes or Systems: The firm ensures that employees' rights are respected and they are not subjected to harsh condition in the work place.

Programme includes developing new products, advisory services, educational materials, events and trainings to stimulate financial skills and knowledge. We also carried out surveys and research on regular basis to gain a better understanding of the challenges and opportunities related to literacy

Actions implemented in the last year / planned for next year: Within the last two years our company policy ensured that we do not deal with companies that violate internationally recognised standards on human rights. We adhere strictly to human right laws of the country in our day to day operation. In the nest year, we intend to sustain the standard we have set.

Measurable Results or Outcomes: with our stand on the above principle, we have gotten more clients, most especially those that shear the same value as our organisation. The implementation of the principle has contributed positively to the growth of the organisation at the international level

Targets for future years: Our plan is to develop a model that can be adopted by most of clients, which will help them to adhere strictly to human right standard. We also intend to conduct trainings for our clients on Human Rights Abuses and how to avoid it

LABOUR

PRINCIPLE 3 BUSINESS SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING

PRINCIPLE 4 BUSINESS SHOULD SUPPORT THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOUR

PRINCIPLE 5 BUSINESS SHOULD SUPPORT THE EFFECTIVE ABOLITION OF CHILD LABOUR

PRINCIPLE 6 BUSINESS SHOULD SUPPORT THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION

Our Commitment or Policy: KNEWROW RESOURCES works to ensure that it does not discriminate against employees because of ethnic background, gender, age, sexual orientation or religion. We believe that diversity is a strength that helps to ensure the Company's access to the most talented employees. We therefore work deliberately to promote inclusion at all levels.

Actions implemented in the last year / planned for next year: In 2012, the company developed a framework that looks into staff welfare. The framework describes the Company's commitment to ensuring fundamental employee rights. The framework also ensures that fundamental human rights are being advocated within our clients and vendors.

Measurable Results or Outcomes: we have being able to influence other organisations that relate to us on the importance of this section. Through our framework, we have been able to encourage most of our clients to follow in the same direction and those that are still yet to do the same, we have decided to conduct free training for their management staff on the Labour issues.

Targets for future years: Having designed a training on this line, we intend to start the advocacy of the UN Global Compact through our foundation.

ENVIRONMENT

PRINCIPLE 7 BUSINESS SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES

PRINCIPLE 8 BUSINESS SHOULD UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY

PRINCIPLE 9 BUSINESS SHOULD ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES

Our Commitment or Policy: As part of our vision for the previous year, we were able to sponsor JCI FUNAAB Chapter in the panting of 50 trees out of the 100 we intended to do. As part of the company Corporate Social Responsibility, we are still committed to our commitments to Junior Chamber International, Nigeria, FUNAAB Chapter (JCI FUNAAB) to support them in all their environmental projects, such as operation plant a tree. We have also encouraged some of our clients to be eco-friendly.

A brief description of our Processes or Systems: We endeavour to use less paper in our operations as a way of being eco-friendly.

Actions implemented in the last year / planned for next year: This time in 2015, we will be able to meet up with the target of planting 100 trees and above .

Measurable Results or Outcomes: We intend to sustain the planting of a tree on a yearly basis increasing it from time to time.

ANTI-CORRUPTION

PRINCIPLE 10 BUSINESS SHOULD WORK AGAINST CORRUPTION IN ALL ITS FORMS, INCLUDING EXTORTION AND BRIBERY

Our Commitment or Policy: The Group has developed a code of conduct on corruption and bribery. The code presents a set of guidelines to ensure that the Group and its employees avoid corruption in all its forms, including extortion and bribery

A brief description of our Processes or Systems: As part of its good corporate governance practices, the Company gives employees the opportunity to be whistleblowers. If an employee has any knowledge of irregularities, they must be reported. The Company wants to establish and maintain an environment that encourages the free flow of information. This also applies to the security of employees who report a suspicion and protection against retaliatory measures towards them. Reports and questions that are received through the whistleblower system are therefore treated confidentially.

Actions implemented in the last year / planned for next year: Since 2010 till date, the company has always taken part in any organised workshop that has to do with Anti-Corruption, most especially those organised by the UN Global Compact Network in Nigeria.

Measurable Results or Outcomes Finally, we have established a function to assist the management in ensuring that the Company complies with laws, regulations and ethical standards.

How do you intend to make this COP available to your stakeholders?

The COP will be posted on the company website after it has been sent to the United Nation Global Compact and will also be part of the end of the year report.