



# TROPICAL CABLE AND CONDUCTOR LTD.

## GLOBAL COMPACT COMMUNICATION ON PROGRES (COP) REPORT

### FROM THE MANAGING DIRECTOR

As Managing Director of Tropical Cables and Conductor Limited (TCCL), I would like to express our continued support for the United Nations' Global Compact.

Our Company from its inception to date has always been committed to aligning our operations and strategies with principles in the areas of human rights, labour, environment and anti-corruption.

It is indeed a great pleasure for us to integrate and embed the global compact principles within TCCL as we describe our actions to continually improve in our daily operations

I am pleased to say that so far we have strived to implement them but nevertheless there is always room for improvement.

**Tony Oteng Gyasi,**

**Managing Director.**

**Activities which are Being Undertaken by TCCL  
on a Continuous Basis in Alignment with the Global Compact Principles.**

PRINCIPLE OF GLOBAL COMPACT	Actions	Indication
<b>Human Rights</b>		
<p>Businesses should support and respect the protection of internationally proclaimed human rights.</p>	<p>Periodic training programme both local and overseas for Technician/Engineers and management to improve competencies.</p> <p>We provide access to health care through the Ghana National Health Insurance Scheme and also company nominated clinics at the expense of the company.</p> <p>We ensure there is no forced labour directly or indirectly, while providing access to basic health needs.</p> <p>There is a proper organizational structure in place which ensures fairness.</p> <p>We conducted a GAP Analysis on Occupational Health and Safety (OHAS)</p> <p>We have a tentative company manual on OHAS that has been circulated company wide</p>	<p>High productivity and Efficiency in all aspects of the job particularly production, sales and marketing</p>
<p>Businesses should make sure they are not complicit in human rights abuses.</p>	<p>We provide support for Human Right groups and also invite them periodically for seminars and participate in</p>	<p>Good company image. Adds up to our corporate social</p>

	<p>programs that seek to fight against human right abuses.</p> <p>We have made budget provisions for periodic donations to institutions e.g. hospitals, schools, and scholarship for university of Ghana students.</p> <p>We are a member of the Ghana Business Code. Also a member of the Association of Ghana Industries (AGI).</p> <p>We also have a suggestion box in the factory for all grievances to be addressed through.</p> <p>Management reviews suggestion box periodically and addresses them accordingly.</p> <p>We are also a member of the Ghana Institute of Engineers</p>	<p>responsibility</p>
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**Labour**

<p>Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p>	<p>We have provided the opportunity for workers to form a trade Union with a collective bargaining agreement in place between management and the local Union without fear of intimidation.</p> <p>We also offer facilities to help worker representatives carry out their duties within the company's needs, size and capabilities</p> <p>We have in place an investment scheme (provident fund) that is paid for employees. We have assigned a</p>	<p>Pleasant relationship between management and workers at all times</p> <p>Teaching employees about investment schemes will eventually offer them the financial freedom after retirement or when in dire need of money</p>
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	bank to manage this portfolio on behalf of employees.	
Businesses should uphold the elimination of all forms of forced and compulsory labour.	<p>Every employee is given employment contract, stating the appropriate procedures one will have to follow in their engaging with the company</p> <p>Every worker is given an appointment for acceptances of the terms and conditions of the company.</p>	Trust and confidence between management and staff.
Businesses should uphold the effective abolition of child labour	<p>We adhere strongly to minimum age provisions of national labour laws &amp; regulations and do not engage minors.</p> <p>We verify adequately the age of every employee. This is indicated in our human resource manual</p> <p>We also ensure that our local suppliers do not engage minors in their operations.</p>	Staff durbars are also held periodically to educate and engage employees in this area of labour
Businesses should uphold the elimination of discrimination in respect of employment and occupation.	We recruit qualified and experienced people and also have periodic training for career advancement. We don't engage in any form of discrimination	Employees come from a variety of backgrounds (religion, class, creed, gender, ethnicity, age). Workers respect each other
<b>Environment</b>		
Businesses should support a precautionary approach to environmental challenges.	<p>We have integrated environmental and social issues into supply chain relationships.</p> <p>We also participate in Tree Planting Exercises.</p>	We have attained our Environmental protection certification
Businesses should undertake initiatives to promote greater environmental responsibility.	The company's quality policy ensures that all raw materials conform to standard in order to reduce the	Environmental protection community

	<p>production of excessive waste and also reduce carbon emissions</p> <p>We dispose waste products properly by recycling.</p> <p>We integrate environmental and social issues into our supply chain relationships</p>	<p>approved method of waste disposal.</p> <p>We purchase our wooden drums from a supplier who are members of the Forest Stewardship Council (FSC)</p>
<p>Businesses should encourage the development and diffusion of environmentally friendly technologies.</p>	<p>Western Rod &amp; Wire Ltd a subsidiary of TCCL recycles our aluminium scrap by reusing it to produce aluminium rod.</p> <p>Also, TCCLs Copper scrap is exported back to suppliers for recycling</p> <p>We are currently working with a buyer to finalize purchase agreement for our PVC scrap</p> <p>We have in place strategies to reduce our overall scrap levels in our production methods</p>	<p>Protection of the environment, reduction of environmental pollution.</p> <p>Reduced production cost.</p>
<p><b>Anti-Corruption</b></p>		
<p>Businesses should work against corruption in all its forms, including extortion and bribery</p>	<p>We do proper documentation and have soft wares to control all activities in the company.</p> <p>Accounts are audited periodically by external auditors.</p> <p>We are an ISO 9001 certified company for the past 11 years</p>	<p>Workers do not engage in any form of corrupt practices.</p> <p>Periodic ISO audits helps senior management in decision making process</p> <p>We also have consistent periodic</p>

We conduct due diligence on various entities we deal with on a regular basis to ensure corruption, extortion and bribery free business environment

management review meetings to help management stay on top of various issues in their departments