



(KENYA) LTD.

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City Clock Kenya Limited

Communication on Progress

Year 2015



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Statement of Continued Support of the UN Global Compact

In submission of this COP for 2015, City Clock (K) Ltd reaffirms its commitment to the UN Global Compact and continues to uphold the ten universally-accepted principles in the areas of Human Rights, Labour, Environment and Anti-Corruption.

Our business policies and operations demonstrate the importance City Clock places on social, environmental and governance issues; and in this annual COP, we wish to demonstrate the actions we have taken to implement UN Global Compact principles into our business strategy, in particular with regard to environmental conservation.

This information will be made available to our stakeholders using our primary channels of communication.

Yours faithfully,



Mr. T.W. Proske

Group Chief Executive
City Clock (K) Ltd



Executive Summary

Company name: City Clock Kenya Limited

Sector: Advertising

Number of employees: 30

UN Global Compact Signatory since: 2008/10/01

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About us

City Clock Kenya Limited was incorporated in Kenya in 1984 under the Companies Act as a Private Limited Company. City Clock Kenya Limited operates from a town office along Parklands Road and a workshop depot at Wilson Airport.

Vision

To be the premier innovative, cost-effective, eco-friendly, advertising medium in Africa.

Mission Statement

To provide cost-effective, eco-friendly advertising solutions at strategic high-value return locations.

Services



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City Clock provides an efficient and effective way of displaying information for both commercial advertisers and social communications in public awareness campaigns.

City Clock provides a free public service by providing accurate time while allowing clients to promote their products and services.

UN Global Compact Principles

I. Human Rights

The Universal Declaration of Human Rights which sets out fundamental human rights to be universally protected is a common standard of achievements for all nations.

Human rights are all interrelated, interdependent, indivisible and inherent to all human beings equally without discrimination. Consequently City Clock endeavours to align its business practices with the two applicable UN Global Compact Human Rights principles, namely -

- Principle 1: Businesses should support and respect the protection of internationally proclaimed Human Rights
- Principle 2: Make sure that they are not complicit in Human Rights abuses.

1. Employees/ Workplace

City Clock ensures that it upholds employees' Human Rights through compliance with existing national labour laws; chiefly the Employment Act, Health and Safety Act and Workers Injury Benefit Act through

- The provision of safe and healthy working conditions
- Equal opportunity observation in all personnel procedures e.g. employment practices, role assignments while on duty etc.
- Ensuring that the company does not directly or indirectly use forced labour or child labour
- The existence of structures to address for employee grievances



2. Suppliers / Contractors

City Clock practices fairness in all its business dealings and we ensure that the appointment and selection of suppliers/ contractors is carried out in a non-discriminatory manner.

3. Local Communities

City Clock appreciates the importance of balancing the interests of those most affected by and/ or those most likely to influence our business i.e. our stakeholders and we accordingly implement Human Rights principles through

- Installing City Clock advertising units in close cooperation with the local authorities in prime locations within easy access of people from all walks of life, to ensure that they are able to utilize our accurate time-keeping service while providing mileage to our clients
- Partnering with KEPSA and affiliated institutions to provide internship opportunities to students
- Ensuring that City Clock advertising units are made from environmentally-friendly materials.

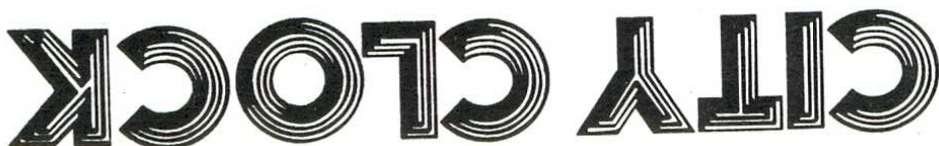
In addition, City Clock strives:

To contribute, within the scope of our capabilities, to promote the fulfillment of human rights through improving economic, environmental and social conditions and serve as a positive influence in the communities in which we operate.

To encourage open dialogue with our stakeholders and participate in community engagement activities.

Where appropriate, to participate in public affairs in a responsible, unbiased manner to promote internationally recognized human rights.

To play a positive role, within our spheres of influence, in capacity-building, for the continued realization of human rights within our society.



To promote the realization of environmental sustainability and development through our core business and through our participation in other multi-stakeholder activities where appropriate.

To uphold the highest standards in business ethics and integrity and support the efforts of national and international authorities to enforce ethical standards for all businesses.

II. Labour

The International Labour Organisation (ILO) Declaration, of which Kenya is a member, commits Member States to respect and promote principles and rights in four categories' from which the UN Global Compact Labour principles are derived:

- Principle 3: Businesses should uphold the Freedom of association and the effective recognition of the Right to Collective Bargaining.
- Principle 4: The elimination of all forms of forced and compulsory labour.
- Principle 5: The effective abolition of child labour.
- Principle 6: The elimination of discrimination in respect of employment and occupation.

The Declaration asserts that these rights are universal, and apply to all people in all States irrespective of the level of economic development. City Clock duly applies these principles through its Code of Conduct, the issuance of Employment Contracts/ Engagement Letters that clearly state the terms and conditions of service, the acknowledgement of staff freedom to discontinue employment and associated penalties where applicable. City Clock complies with the Minimum Age Provision under Labour laws by ensuring staff are over the age of 18 on appointment. Employees are required to provide a copy of their National ID and/ or other documentation as Proof of Age.



City Clock provides a nurturing and stimulating environment that creates opportunities for growth in our employees.

The Company seconds various members of staff including its CEO Mr. T.W. Proske to various government institutions and industry associations such as Kenya Association of Manufacturers (KAM), Kenya Private Sector Alliance (KEPSA) and the National Industrial Training Authority (NITA).

III. Environment

The Rio Declaration was created by The United Nations Conference on Environment and Development, with the goal of establishing a new and equitable global partnership through the creation of new levels of cooperation among States, key sectors of societies and people. It lays down principles which respect the interests of all and protect the integrity of the global environmental and developmental system while recognizing the integral and interdependent nature of the Earth.

UNEP Rio Declaration on Environment and Development

Principles 7, 8 and 9 (Environment) of The UN Global Compact principles are drawn from the Rio Declaration:

- Principle 7: Businesses should support a precautionary approach to environmental challenges.
- Principle 8: Undertake initiatives to promote greater environmental responsibility.
- Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

Nationally, EMCA (The Environmental Management and Coordination Act), is the framework law on environmental management and conservation.

The Act provides for environmental protection through Environmental impact assessment, Environmental audit & monitoring and Environmental restoration orders, conservation orders, and easements. [National Environment Management Authority www.nema.go.ke]



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City Clock advocates for sustainable environmental practices with clients, corporate partners and the general public in the following ways:

- Advertising units are installed in close cooperation with the local authorities
- All our City Clock advertising units are solar powered
- Frequent participation in environmental events
- Financial donations made to various charities and organisations e.g. Strathmore Business School
- Recycling of old newspapers
- Ensuring that the materials used on the City Clock advertising units are environmentally friendly

IV. Anti-Corruption

The UN Global Compact's 10th principle:

- Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Is derived from the United Nations Convention against Corruption, whose purposes are:

- (a) To promote and strengthen measures to prevent and combat corruption more efficiently and effectively
- (b) To promote, facilitate and support international cooperation and technical assistance in the prevention of and fight against corruption, including in asset recovery
- (c) To promote integrity, accountability and proper management of public affairs and public property

These measures aim at preventing corruption, including domestic and foreign bribery, embezzlement, trading in influence and money laundering.



Further, Chapter Six of the Constitution of Kenya deals with matters of Leadership and Integrity for those working in the public sector.

It follows that City Clock Kenya Limited, conducts its business with both private and public sector parties fairly, ethically, responsibly and transparently:

- Utilising an open and transparent forum for supplier/ contractor selection
- Never resorting to bribery when applying for locations from local authorities
- Never soliciting for or accepting illicit payments or other valuables as inducements or reward for services rendered within the normal course of official duties
- Education of our employees on the consequences of corruption

We are also a signatory of Kenya Association of Manufacturers (KAM) Code of Ethics and uphold its values.

We support the community in various activities including: Donations to organisations that deal with projects that are aligned to the company focus areas of health, education and the environment through:

- Wildlife Conservation through Friends of Nairobi National Park (FONAP)
- Recycling of old newspapers through The Cluster Foundation

This COP will be made available to our stakeholders using our primary channels of communication and the COP website.