



# Communication on Progress

**Kainos Edge Consulting Limited**  
*77, Ademola Street, off Awolowo Road, Ikoyi*



## Communication on Progress

Year: 2016

### STATEMENT

*To our stakeholders:*

*Kainos Edge Consulting Limited reaffirms her support of the Ten Principles of the United Nations Global Compact in the following areas: Human Rights, Labour, Environment and Anti-Corruption.*

*In this annual Communication on Progress, we have described our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations.*

*Documented in this report is the summary of the progress we have made against these principles and we will continue to follow them up in future*

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Managing Director/ CE

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Global Compact Principle Human Rights	Action Taken & Impact Achieved and/or Plans for the upcoming Year
	<ol style="list-style-type: none"> <li>1. In Kainos Edge, we ensure workers are provided safe, appropriate and sterile work facilities</li> <li>2. We consistently strive to create world class environment for our business processes.</li> <li>3. Our workforce is gender balanced.</li> <li>4. All our staff are treated with dignity and given fair and just remuneration for their time at work.</li> <li>5. We protect our employees from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats</li> <li>6. Our processes and policies are within the stipulated Human Right laws of Nigeria.</li> <li>7. Our terms of engagement and mode of operations are within Nigeria and ILO standard that guarantees non-violation of human rights of employees in whatever forms.</li> </ol>

Global Compact Principle Labour	Action Taken & Impact Achieved and/or Plans for the upcoming Year
	<ol style="list-style-type: none"> <li>1. Kainos Edge does not participate in any form of forced or bonded labour</li> <li>2. We are in full compliance with Federal Government minimum wage standards</li> <li>3. All our staff members have the freedom to join any association of their choice without intimidation.</li> <li>4. We discourage child labour in our work environment. None of our Staff employee is below the legal working age – 18 years old. The youngest employee on our payroll is 24 years old.</li> <li>5. Our employment letter is explicit and properly expounded on for new employees. Job Descriptions, KPIs and Goals Performance Expectations (GPE) are jointly agreed and clearly enunciated.</li> </ol>

Global Compact Principle Environment	Action Taken & Impact Achieved and/or Plans for the upcoming Year
	<ol style="list-style-type: none"> <li>1. We avoid environmental pollution by regularly maintaining the Power generator and sewage system</li> <li>2. Ensure emergency procedures to prevent and address accidents within the environment and ensure adequate sanitary conditions</li> <li>3. To encourage a precautionary approach to environmental challenges, we have a developed code of conduct for our business operations and it is committed to upholding good health and safe working environment. HSE Policy is in place, HSE meetings and audits are carried out regularly.</li> <li>4. During on-boarding exercise, new employees are made aware of the environment and are trained on our emergency procedures.</li> <li>5. Our Muster Points are visible and easily assessed in event of an emergency</li> </ol>

Global Compact Principle Anti-Corruption	Action Taken & Impact Achieved and/or Plans for the upcoming Year
	<ol style="list-style-type: none"> <li>1. It is our standard practice never to give or collect bribes for the jobs we do or the projects we solicit for. Part of the training and HR intervention to clients is hinged on good governance, work ethics, professionalism and good corporate citizenship.</li> <li>2. We have in place Gift Policy</li> <li>3. Ethical behaviour are listed as one of our contracts elements with business partners and vendor</li> <li>4. Kainosedge internal procedures support the company's anti-corruption commitment</li> </ol>