



WE SUPPORT



**Communication on Progress
Year: 2016**

Statement of Continued Support of the UN Global Compact

We are pleased to confirm that Acceler Global Logistics Ltd reaffirms its support of the ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption. In our communication on progress, we describe our actions to integrate the Global Compact and its principles into our business strategy, culture and daily operations. We are also committed to share this information with our stakeholders using our primary channels of communication

Mr. Peter W. Muthoka, EBS.
Chairman & CEO

2016-2-25, Acceler Global Logistics Ltd

Company name: Acceler Global Logistics Ltd

Sector: Logistics

Number of employees: 507

UN Global Compact signatory since: 2014

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Brief description of nature of business

Acceler Global Logistic Ltd is a Logistics company, head-quartered in Nairobi, Kenya with a global reach which has been in operation for over twenty four years. Our services include Freight logistics, Customs Brokerage, Warehousing, Cargo Transportation, Distribution and Transit Shed operations in East and Central Africa. Outside Kenya, Acceler Global Logistics Ltd has partnered with Hellman Worldwide Logistics who are among the leading global logistics network, operating in over 443 cities worldwide and in 157 countries.

Scope of this COP


The Scope of this COP is the four functions:

1. Human Rights
2. Labour Standards
3. Environment
4. Anti-corruption

During 2016, Acceler's focus will be on enhancing our processes with regard to Occupational, Health, Safety & Environment and implementing all enhanced systems in these areas. A senior Manager has been employed to head Audit, Risk and Compliance and progress reviews will be carried out and implement the necessary improvements.

Human Rights	
UN Global Compact principles covered:	<p>Principle 1: Business should support and respect the protection of internationally proclaimed human rights</p> <p>Principle 2: Business should ensure that they are not complicit in human rights abuses</p>
Human Rights Current	<p><i>Commitment</i></p> <p>Acceler continues to operate in line with Human Rights practices under the UN Global Compact. This is documented in the Code of Business Conduct policy. We uphold the Universal Declaration of Human Rights adopted in 1948, which is the foundation of International Human Rights Law. We also expect all our partners, customers and suppliers to subscribe to these human right practices in all their operations. We will continuously improve our systems to ensure that all processes are in line with human right practices.</p> <p><i>A brief description of our Processes or Systems</i></p> <ul style="list-style-type: none"> ➤ We have an equal employment opportunities programme for people who qualify for a particular position. ➤ The organization has a voluntary welfare fund which is run by elected employees. A voluntary contributory amount is deducted from the member's monthly salary and the proceeds are used to assist members who are bereaved towards partially settling funeral costs for immediate family. ➤ Acceler also has a medical program to cater for all staff and their dependants. This is for both in and out-patient services. ➤ We also have an occupational, health and safety department based on OSHA 18001, 2007 which handles health and safety issues regarding employees in the workplace. ➤ The company also has a suggestion box where employees are able to raise their grievances in a private manner. ➤ An annual appraisal is conducted to evaluate staff performance. <p><i>Activities implemented in the last year</i></p> <ul style="list-style-type: none"> ➤ Occupational Health and Safety Audits have been carried out in the year 2015 to ensure the work conditions are suitable for all employees. ➤ The Organization continues to expand its staff medical programme and has now partnered with two hospitals. <p><i>Measurement of outcomes and value added for our company</i></p> <ul style="list-style-type: none"> ➤ Acceler ascertains that all staff work in a safe and healthy environment. ➤ We also ensure the staff receive professional health care attention. ➤ Top management review grievances that may be raised by current and former employees and engage

	<p>to settle any matters that may arise.</p> <ul style="list-style-type: none"> ➤ Acceler also ensure that all customers and suppliers subscribe to human right principles ➤ Through the annual appraisal, staff performance is evaluated and good performance recognized and this year ninety six staff were promoted due to this process.
<p>Human Rights Future</p>	<p><i>Activities planned for next year</i></p> <ul style="list-style-type: none"> ➤ The Organization will undergo an Occupational Safety and Health Audit in line with regulations in order to ensure compliance and to continuously improve our systems and facilities for the employees. ➤ Suppliers and partners are evaluated to ensure that they also subscribe to the Human Rights principles under the UN global Compact



Labour Rights

UN Global Compact principles covered:

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

Commitment

Acceler abides by both local and the international labour laws and upholds the rights of all employees. The Company's employment policy confirms adherence to International labour laws. Acceler ensures hiring of new staff is an open and fair process and that there is no discrimination based on race, ethnicity, gender, health status, disability, religion. The process of promotions and merit increments is also based on performance. The organizations abides by the International Labour standards and will continue to uphold these labour principles in all our processes.

A brief description of our Processes or Systems

- There are opportunities for staff training in their fields of expertise as well as other educational seminars related to the freight logistics industry.
- Demographics for company sponsored training in 2015 are as follows:

Labour Rights Current

No of Employees	Training	Department
2 female	Managing Staff Discipline & Termination	Human Resource
5 male	E.A. Customs Freight Forwarding Practicing Certificate	Declaration & Warehouse
1 female, 4 male	Dangerous Goods Awareness	Transport, OSH, Warehouse & Logistics
17 male	Defensive Driving	Transport
26 male	Occupational Safety and Health	Transport
8 female, 14 male	First Aid	Operations, Transport, Security, Administration, Warehouse, Logistics, Declaration
3 female, 13 male	Fire Marshal	Operations, Transport, Security, Administration, Warehouse, Logistics, Declaration

	<ul style="list-style-type: none"> ➤ Employees are also encouraged to further their education in institutions of higher learning. ➤ Annual staff appraisal is used as a method to evaluate performance ➤ New employees go through an induction program in order to familiarise themselves with all departments and gain insight to Acceler's Operations. ➤ New employees also have the opportunity to evaluate the induction program ➤ Both genders receive equal opportunity for employment based on their qualifications ➤ All employees hired are of age as per international labour law which prohibits the employment of children <p><i>Activities implemented in the last year</i></p> <ul style="list-style-type: none"> ➤ Acceler continues to promote and uphold labour standards. We have adopted a policy of internal employment opportunities for staff who possess the qualifications to rise within the ranks. ➤ Positions are advertised internally and qualified staff are able to apply and undergo the interview process. This translates to job improvement and boosts staff morale. ➤ There is also the annual staff appraisal, where staff are able to evaluate themselves against the evaluation of their supervisor. This allows for promotions and merit increments. <p><i>Measurement of outcomes and value added for our company</i></p> <ul style="list-style-type: none"> ➤ Employees data and demographics are maintained in the Human Resources Department ➤ The staff appraisal serves as a tool to identify high performing employees. ➤ The evaluation of the induction program keeps the management informed on matters that need to be addressed and require improvement. ➤ Qualified personnel of both genders receive equal employment opportunities
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Labour Rights Future</p>	<p><i>Activities planned for next year</i></p> <p>Acceler plans to increase training opportunities for staff in various departments</p> <p>The organisation also intends increase team building activities to foster cordial relations amongst the employees.</p>

Environment	
UN Global Compact principles covered:	<p>Principle 7: Business should support a precautionary approach to environmental challenges</p> <p>Principle 8: Business should undertake initiatives to promote greater environmental responsibility</p> <p>Principle 9: Business should encourage the development and diffusion of environmentally friendly technologies</p>
Environment Current	<p><i>Commitment</i></p> <p>Acceler is committed to observing the environment principle under the UN Global Compact. The company ensures that we uphold environmental principles and ensure our suppliers and partners also subscribe to them as part of best practice.</p> <p><i>A brief description of our Processes or Systems</i></p> <p>We maintain and continually improve our environmental management system based on ISO 14001 Standard, prevent pollution and mitigate environmental impacts resulting from its operations and related activities.</p> <p>We comply with or exceed the requirements of all applicable environmental laws, regulations and permit conditions.</p> <p>We set and continually evaluate environmental objectives, performance metrics and targets</p> <p>We ensure our employees receive training on the Environmental Management System (EMS), key environmental impact and responsibilities associated with their individual jobs.</p> <p>We participate and promote projects and programs that contribute to the reduction of Green Gas Emission such as the Clean Development Mechanism (CDM), Carbon Disclosure Project (CDP) and therefore contribute to the earth's sustainability.</p> <p>We communicate our environmental policy and performance to employees and other stakeholders.</p> <p><i>Activities implemented in the last year</i></p> <p>We ensure our employees receive training on the Environmental Management System (EMS), key environmental impact and responsibilities associated with their individual jobs.</p> <p>We participate and promote projects and programs that contribute to the reduction of Green Gas Emission such as the Clean Development Mechanism (CDM), Carbon Disclosure Project (CDP) and therefore contribute to the earth's sustainability.</p> <p>We communicate our environmental policy and performance to employees and other stakeholders.</p>

	<p><i>Measurement of outcomes and value added for our company</i></p> <p>We aim to minimize our environmental impact in a manner that balances cost effectiveness, quality and environmental issues with the views of our customers, contractors, and suppliers inclusive of regulatory and other stakeholders.</p> <p>We shall continue to monitor our performance against this policy to bring improvement to the benefit of anyone affected by our activities.</p>
Environment Future	<p><i>Activities planned for next year</i></p> <p>Acceler plans to continue to improve Environmental Management systems within the organization to ensure the environment is well preserved and in line with the requirements of the UN Global compact.</p> <p>We are committed to long term environmentally sustainable development consistent with national and international standards related to our operations.</p>

Anti-corruption	
UN Global Compact principles covered:	Principle 10: Business should work against corruption in all its forms, including extortion and bribery
Anti-corruption Current	<p><i>Commitment</i></p> <p>The Contractor represents and warrants that it will and will procure that its directors, officers, managers, subcontractors, employees do not violate any anti-corruption laws applicable to the Contractor and will notify the Client if the Contractor knows or suspects on reasonable grounds that any of its directors, offices, managers, subcontractors or employees has violated such anti-corruption laws.</p> <p><i>A brief description of our Processes or Systems</i></p> <p>Acceler upholds the Anti-Corruption principle as per the UN Global compact. The company as per its Anti-Corruption policy ensures all business opportunities are acquired in a fair and competitive manner. We also ascertain that our suppliers abide by these very principles that guide us as per our code of business conduct.</p> <p>Acceler selects its suppliers through an open and fair process which is overseen by the procurement committee. Suppliers are judged based on cost, quality and reliability. In the same light as we seek new business opportunities we conduct ourselves in a professional manner with zero tolerance for coercion or extortion.</p> <p><i>Activities implemented in the last year</i></p> <p>Acceler continues to uphold the anti-corruption policy by ensuring best practice is incorporated in to all our</p>

	<p>processes. New and current suppliers are able to compete in a fair and open manner. New business is sought and acquired in a transparent and professional manner.</p> <p><i>Measurement of outcomes and value added for our company</i></p> <p>Accelerators' operations will be in line with best practice and as per the UN Global compact requirements.</p> <p>We will uphold the Anti-corruption principle by as part of best practice and our code of business conduct.</p>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Anti-corruption Future</p>	<p><i>Activities planned for next year</i></p> <p>Acceler plans to continue abiding by anti- corruption principals as per the UN global compact. We will support our customers and partners in ensuring the organization is corrupt free and conducting our business professionally.</p>

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

We intend to share our COP with our stakeholders through progress interactive forums such as meetings, workshops and training programmes

Donations, awards

We support the community in various activities among them are:

- **The Standard Chartered Nairobi Marathon** - the proceeds of the marathon go towards the charity 'Seeing Is Believing'. Through this charity a team of doctors restore sight to children who suffer from eye ailments.
- **The Safaricom Marathon in Lewa** -This is an annual event held in the Lewa Wildlife Conservancy. Through the charity Tusk Trust, proceeds from the marathon go towards the protection of endangered species in the conservancy such as the white Rhino. The neighbouring community also receives support in terms of construction of boreholes, schools and health centres. The marathon also helps identify future athletes.
- **The Rhino Charge** event is another worthy cause that we support. An annual off road event is held in a remote part of the country. This sporting event organised by the Rhino Ark Charitable trust has it proceeds go towards the fencing of the Aberdare forest and the protection of the flora and fauna therein.
- **Therapies for Kids** is a Pediatric centre that provides holistic specialized services in Peditasuit therapy, Physiotherapy, Occupational therapy, Speech & Language therapy and Sensory Integration. Acceler supports two children receive the therapy that they require.
- We also give support to other worthy causes such as children's' homes and schools.
- Acceler has severally been recognised over the years as a Top tax payer by the Kenya Revenue Authority.