

EPHRAIM STRONGTOWER LIMITED

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RC 474369

UN GLOBAL COMPACT PARTICIPANT ID: 19682

YEAR: JULY 8, 2015 – JULY 8, 2016.



**COMMUNICATION ON
PROGRESS**

This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

COMMUNICATION ON PROGRESS

This is the third Communication on Progress (COP) for Ephraim Strongtower Limited (RC 474369 and UN Global Compact Participant ID: 19682). Submission of this report is part of our obligation as a United Nations Global Compact Participant.

The Ten Principles of the United Nations Global Compact:

At Ephraim Strongtower Limited, we are committed to align our operations and strategies within our spheres of influence with the ten universally accepted principles in the areas of human rights, labour, environment and anti – corruption.

HUMAN RIGHTS

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

LABOUR

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; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

ENVIRONMENT

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

ANTI – CORRUPTION

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

STATEMENT OF EXPRESSION OF CONTINUED SUPPORT FOR THE TEN PRINCIPLES

The period covered by our Communication on Progress is between July 8, 2015 and July 8, 2016.

Ephraim Strongtower Limited and its management even to the highest – level governance body have supported and will continue to support the ten universally accepted principles of the UN Global Compact with respect to human rights, labour, environment and anti – corruption by taking the following steps:

We have made the ten principles of the UN Global Compact part of our day – to – day business strategies and operations within our spheres of influence. Our commitment to responsible business is incorporated in our business agenda through our Purpose and Vision.

We have incorporated the UN Global Compact and its ten principles in our Organizational decision making.

We will continue to support the UN goals and issues including the Sustainable Development Goals.

We will continue to do our best to create awareness about UN Global Compact and its ten principles amongst our stakeholders, clients, customers, partners and the general public at large.

We have and shall continue to work against corruption in all its forms especially in Africa where corruption is endemic.

We hereby reaffirm our commitment to the UN Global Compact and its principles.

This statement and commitment is endorsed by the management of Ephraim Strongtower Limited and the Chief Executive Officer.



Mr. Funmi Ajibawo

(CEO & Contact Person)

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The Communication on Progress (COP) would be shared with all stakeholders including employees, customers and at all public presentation of the company. It would be made accessible to all interested parties on company website when fully developed and operational.

UN GLOBAL COMPACT

The following table provides an overview of how Ephraim Strongtower Limited has implemented the Ten Principles across our business operations.

Principle	Assessment, Policy and Goals	Implementation	Measurement of Outcomes
HUMAN RIGHTS			
<p>1. Businesses should support and respect the protection of internationally proclaimed human rights;</p> <p>2. and make sure that they are not complicit in human rights abuses.</p>	<p>Ephraim Strongtower Limited respect and support the universal Declaration of Human Rights and the guiding Principles on Business and Human Rights.</p> <p>Company Policy stated in Employee handbook.</p> <p>ESL has strongly advised all relevant stakeholders to comply with the UN Global Compact Principles and international declaration on human rights.</p>	<p>Ephraim Strongtower Limited implements the United Nation’s Protect, Respect and Remedy Framework.</p> <p>Advancing human rights across our operations with our Suppliers.</p> <p>Creating awareness among staff members.</p> <p>Conducting trainings to update members of staff.</p> <p>Effective system in place to address staff grievances like suggestion boxes.</p> <p>Effective monitoring and evaluation mechanisms of human rights integration.</p>	<p>Implementation has increased employees’ morale and has motivated them positively.</p> <p>An incident has encouraged a victim to get counseling and the matter reported to the appropriate law enforcement agency.</p> <p>A team of senior management staff will continue to monitor, review and improve on the implementation strategy of the human rights policy of the Company.</p>

Principle	Assessment, Policy and Goals	Implementation	Measurement of Outcomes
LABOUR STANDARDS			
<p>3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</p> <p>4. the elimination of all forms of forced and compulsory labour;</p> <p>5. the effective abolition of child labour; and</p> <p>6. the elimination of discrimination in respect of employment and occupation.</p>	<p>At Ephraim Strongtower Limited our commitment is very strong in respect of upholding all the relevant international labour laws and declarations concerning discrimination, child labour, and freedom of association, working hours and employee grievance.</p> <p>Commitment to fairness, dignity and integrity.</p> <p>ESL has a social Accountability Policy Document signed by the Chief Executive Officer and made available to all staff members and relevant stakeholders.</p>	<p>Ephraim Strongtower Limited will not engage in, or support discrimination in hiring, compensate, accessing, training, promotions or termination of employment based on race, national origin, religion, disability, gender on sexual orientation.</p> <p>CHILD LABOUR: ESL will prevent the use of child labour and forced labour.</p> <p>HEALTH AND SAFETY: ESL is committed to providing a safe and healthy working environment for our employees in accordance with the Health and Safety at work act 1974.</p>	<p>We have been getting positive result amongst our staff from the feedback and questionnaire report on the changes put in place through suggestion boxes.</p> <p>Documented grievance procedure is detailed in the employee handbook.</p> <p>Awareness training on labour rights and civil policy.</p> <p>Positive cooperation from all relevant stakeholders.</p> <p>A copy of the Company Social Accountability Policy is included in the Communication on Progress (COP).</p>

Principle	Assessment, Policy and Goals	Implementation	Measurement of Outcomes
ENVIRONMENT			
<p>7. Businesses should support a precautionary approach to environmental challenges;</p> <p>8. undertake initiatives to promote greater environmental responsibility; and</p> <p>9. encourage the development and diffusion of environmentally friendly technologies.</p>	<p>Ephraim Strongtower Limited is committed to promoting awareness by informing and motivating all our staff and encourage them to play an active role in adhering to the company policy on environment.</p> <p>We are constantly consulting with all relevant stakeholders about the company's environmental policy and commitment.</p> <p>ESL purchasing policy is to favour Manufacturers and Contractors that adopt best environmental practices.</p>	<p>ESL will continue to work with local community by initiating environmental issues and encourage reporting on environmental issues of public interest.</p> <p>ESL will continue to promote, develop, and implement waste prevention reduction, re-use and recycling in a systematic and cost effective manner.</p> <p>ESL is committed to supporting more eco-efficient products, public policy to tackle Climate change and reduction of gas flaring.</p>	<p>Ephraim Strongtower Limited will continue to work with all relevant stakeholders towards achieving our environmental policy aims.</p> <p>We have put in place awareness training on environmental issues and efficient energy usage.</p> <p>We have set specific improvement targets, monitor progress and communicate results internally.</p> <p>ESL 's Environmental Policy is included in the Communication on progress (Cop).</p>

Principle	Assessment, Policy and Goals	Implementation	Measurement of Outcomes
ANTI-CORRUPTION			
<p>10. Businesses should work against corruption in all its forms including extortion and bribery.</p>	<p>At Ephraim Strongtower Limited, even to the highest-level governance body, we are committed to achieving a high standard of ethical behavior in everything that we do.</p> <p>At ESL, integrity is one of our core values.</p> <p>ESL's policy on anti-corruption is clearly detailed in the employee handbook.</p> <p>We have advised all relevant stakeholders to support and adhere to the UN Global Compact anti-corruption principle.</p>	<p>At ESL, we are constantly organizing in-service training to create awareness and sensitize our members of staff about the company policy regarding anti-corruption.</p> <p>ESL policy on anti-corruption is clearly written in the employee hand book.</p> <p>Zero tolerance for corruption in all our dealings.</p> <p>ESL will continue to dialogue with all relevant stakeholders about our policy in respect of anti-corruption.</p> <p>Reporting system in place to handle complaints and suggestion boxes.</p>	<p>Ephraim Strongtower Limited has a system of intervention in place under the supervision of the Audit department.</p> <p>ESL retained external Auditors for checks and balances.</p> <p>Improvement on the internal system by plugging leakages thus translating to increase productivity and profit.</p> <p>ESL has also set a special team of senior management staff that will continue to monitor, review and improve the system to achieve the company policy regarding anti-corruption.</p>

GC SCOPE: TAKING ACTION IN SUPPORT OF BROADER UN GOALS AND ISSUES

As a Participant of the UN Global Compact and a Responsible Business Organization, we are committed to upholding its Principles across our business operations by taking actions in support of advancing broader UN Goals and Issues.

CORPORATE SUSTAINABILITY, GOVERNANCE AND LEADERSHIP

At Ephraim Strongtower Limited, we are ready to align our business strategies to the implementation of the UN Sustainable Development Goals (SDGs). We believe and subscribes to Corporate Sustainability, Governance and Leadership by our approach through our board's adoption, oversight and stakeholders engagement.

The COP describes the commitment of our CEO and the Leadership of the company to the Principles of the UN Global Compact and advancing broader UN Goals and Issues.

The Communication on Progress (COP) would be shared with all stakeholders including employees, consumers, clients, vendors and at all public presentation of the company. Also, it would be made easily accessible to all interested parties on company website when fully developed and operational.

For: Ephraim Strongtower Limited

A handwritten signature in black ink, appearing to read 'Funmi Ajibawo', written over a horizontal line.

Mr. Funmi Ajibawo.

CEO & Contact Person.



Ephraim Strongtower Ltd.

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SOCIAL ACCOUNTABILITY POLICY

This Social Accountability Policy has been issued as part of Ephraim Strongtower Limited's commitment to continual improvement through its Quality Management, Environmental, Management and Health and Safety Systems and Procedures. To meet these aspirations, we subscribe to the United Nations Global Compact.

Health and Safety: Ephraim Strongtower Limited is committed to providing a safe and healthy working environment for its employees in accordance with the Health and Safety at Work Act 1974. Full details are given in Ephraim Strongtower Limited's Health and Safety Policy document.

Child Labour: Ephraim Strongtower Limited will prevent the use of child labour and forced labour.

Discrimination: Ephraim Strongtower Limited will not engage in, or support discrimination in hiring, compensating, accessing training, promotions or terminations of employment based on race, national origin, religion, disability, gender or sexual orientation.

Freedom of Association: Ephraim Strongtower Limited accepts the rights of all employees to belong, or not to belong, to a recognized Trade Union of the employee's choice.

Working Hours: Ephraim Strongtower Limited will comply with the applicable laws and industry standards on working hours.

Employee Grievance: Ephraim Strongtower Limited is committed to resolving any employee grievance as quickly as possible. A Documented Grievance Procedure is detailed in the Company Handbook.

A handwritten signature in black ink, appearing to read 'F. Ajibawo', with a horizontal line underneath.

Mr. Funmi Ajibawo
For: Ephraim Strongtower Limited
C.E.O

3rd December, 2012

Ephraim Strongtower Limited's Environmental Policy

Ephraim Strongtower Limited is a major supplier and service provider. We are committed to delivering quality products and services. As a specialist, we are committed to the protection of health and environment and determined to minimize any adverse impacts as a result of its activities. Ephraim Strongtower Limited is committed to addressing the following issues:

Promote awareness

We will inform and motivate all our staff and encourage them to play an active role in Ephraim Strongtower Limited's commitment to its environmental policy.

Environment and the Community

We will continue to work with the local community by initiating environmental initiatives on-site and encouraging local environmental initiatives and reporting on environmental issues of public interest

Continuous Improvement

We will set specific improvement targets, monitor progress and communicate results internally.

Property Management

We are always improving our buildings. We will construct, refurbish and manage our buildings in a manner that will reduce the associated environmental impacts and be sympathetic with the external surroundings. By addressing the issue of energy efficiency in our buildings, we will contribute to the reduction of greenhouse gas emissions in line with national and international agreements.

Procurement

We will use Ephraim Strongtower Limited's purchasing policy to favour manufacturers and contractors that adopt best environmental practices.

Waste Management

We will continue to promote, develop and implement waste prevention, reduction, re-use and recycling on-site in a systematic and cost effective manner. We will use appropriately regulated waste management contractors to ensure safe management of hazardous and non-hazardous waste sent off-site in accordance with best environmental practice.

We will work with our manufacturers and customers towards achieving our environmental policy aims.

For any issues related to Environmental Policy linked to this business, please contact:

Mrs. Folashade Familola

Director of Administration.