



I am pleased to confirm that Junior Achievement Nigeria 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 this our annual Communication on Progress, we describe our actions to continually improve the integration of 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.”

Yours sincerely,

Efua Edeh  
Executive Director  
Junior Achievement Nigeria COE for 2016

### **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.

### **STATEMENT AFFIRMING LABOR RIGHTS**

Junior Achievement Nigeria is committed to furthering the UN global Compact in the area of Labour Rights. We support the ILO’s 1998 “Declaration” as well as its “Four fundamental principles and rights at work.” In addition to the ILO’s proclamations we also are in strong support of Articles 23 of the Universal Declaration of Human Rights in which there is unequivocal support of labour rights with the following statement, “everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment. Everyone, without any discrimination, has the right to equal pay for equal work. Everyone has the right to form and to join trade unions for the protection of his interests. Our company policy follows the rules set out by the Nigerian Employment code as well as the international bodies.

## IMPLEMENTATION

Junior Achievement Nigeria continue to update its policies to accommodate any addition from the global and local labour laws to protect its staff with the help of professional Human Resources consultants from its board member companies

## OUTCOMES

In Junior Achievement Nigeria, the staff strength is in a ratio of 67:33 % Female: Male which shows that there are opportunities for growth the female demographic. The organization policies are made available to staff with opportunities to present their concerns to the management on any issues.

### Anti-corruption

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

## STATEMENT AFFIRMING ANTI-CORRUPTION

Junior Achievement Nigeria is committed to furthering the UN global Compact in the area of Anti-Corruption. It must be said that Junior Achievement Nigeria has a zero-tolerance policy for corruption, bribery and extortion. The organization employee handbook has all the procedure and the stand of the organization against corrupt practices. The organization continues to provide education for employees of all levels up to management regarding corruption and corrective actions to curtail the practice.

## IMPLEMENTATION

Junior Achievement Nigeria continue to put measures in place to checkmate any act of corruption in its operations by mandatory of 3 vendor quotes and request passing through some level of approvals before items can be purchased. Using of competent audit firm to look into the books of the organization is also a measure to check any corrupt practice.

## MONITORING OF PERFORMANCE

Junior Achievement Nigeria is pleased to report that there have been no incidents of corruption alleged at the organization from either internal or external agencies. Because of the company's zero-tolerance policy, there is always mandatory 3 quotation from vendors before any item can be purchased. Junior Achievement Nigeria also subject itself to the annual audit of its books in compliance with international standards.