



Communication on Progress Year: 2016

Statement of Continued Support of the UN Global Compact

Executive Director

United Nations Global Compact

22 Nov 2016

Dear Sir/Madam,

I am pleased to confirm that Safedrive Africa Foundation (SDAF) reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption.

This is our Communication on Engagement with the United Nations Global Compact. In this Communication of Engagement, we describe the actions that our organization has taken to support the UN Global Compact and its Principles as suggested for an organization like ours.

We also commit to sharing this information with our partners using our primary channels of communication

Sincerely Yours,

Isaac Mutashi

Executive Director

Company name: Safedrive Africa Foundation (SDAF)

Sector: Road Safety NGO

Number of employees: 6

UN Global Compact signatory since: 08 December 2014

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Brief description of nature of business

Safedrive Africa Foundation (SDAF) is an NGO that champion's road safety in Kenya, dedicated to improving road safety awareness, enhancing driver education and reducing the impact of road trauma.

The foundation was founded as a result challenges facing vulnerable road users, we facilitate road safety programs to increase knowledge of young people, Change Driving behavior by raising awareness, Advocacy, Policy change, Community Outreach Events and traffic safety campaigns to motorists, pedestrians, children and Motorcyclists.

The foundation is comprised of road Traffic victims and highly skilled successful young people with experience on roads in African Continent, Central Asia, UAE, State of Qatar and Gulf Countries, sharing the passion to transform their lives through capacity building programs. Bringing road safety to the next level and support the goal for the Decade of Action for Road Safety 2011-2020 to stabilize to reduce deaths and fatalities by 50%.

SDAF takes pride in its partnerships with organizations such as governments, institutions or Private companies who value our work and want to show their corporate social responsibility (CSR) commitment to the road safety. Our corporate partners provide critical support to our work campaigning and educating to improve road safety, and supporting devastated road crash victims. We work with organizations that provide in-kind services or support the Foundation in other ways.

Our Services

- Provide Road safety Training to Communities
- Provide Road safety Training to individuals
- Road Safety Advocacy
- Undertake research
- Provide advice and information sharing
- Provide HR Services (Drivers outsourcing and community empowering)

Others

- School Road safety campaigns

Scope of this COP

This COP is the first since our participation in the Global Compact and addresses activities Safedrive Africa Foundations NGO for road safety in Kenya implementation of all the issue areas related to the principles.

Human Rights

UN Global Compact principles covered:

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

Principle 2: Business should ensure that they are not complicit in human rights abuses

Human Rights
Current

Commitment

Safedrive Africa Foundation believes that Principles of the UNGC: Businesses should support and respect the protection of internationally proclaimed human rights; and make sure they are not complicit in human rights abuses.

Our Values

One of SDAF's core corporate values is to "perform with excellence and integrity." We expect that all employees integrate this commitment into their daily work - whether they support our customers missions directly or indirectly. In a direct sense, Safedrive Operations organisation includes programs that provide critical support to the vulnerable road users such community event outreach , campaigns and advocacy, assist government that are challenged to provide for the needs of their citizens and provide awareness and training to support basic human needs within the context of road safety campaigns

Our Initiatives

SDAF's mandatory annual ethics and compliance trainings includes an explanation of the company expectations of behavior as stated in the Code of Conduct entitled "Leading the Way. Among the topics covered in the training, special attention is paid to ethics awareness, diversity and inclusion, human trafficking, creating a harassment-free workplace and Equal Employment Opportunities. SDAFs educates its employees on the Kenya Acquisition Regulation and provides additional training to mitigate even the slightest perception of inappropriate behavior.

Our Code of Conduct

SDAF's Code of Conduct stipulates that all employees are required to comply with our own corporate policies. Our zero tolerance policy is in place to protect employees from discrimination and harassment, and employees are encouraged to report any violation of this policy or any other concern. In addition to reaching out to our Ethics & Compliance Officer personally

It is the responsibility of all staff members to act in accordance with the occupational health and safety legislation and policies of GGCH and use security and safety equipment provided. Specifically all staff members are responsible for safety in their work area by following the safety and security directives of management and advising management of areas where there is a potential problem in safety and reporting suspicious occurrence.

Human Rights
Future

Activities planned for next year

To support road traffic victims through HR Services by working with relevant partners and stakeholders to eradicate poverty within our community.

Labour Rights	
UN Global Compact principles covered:	<p>Principle 3: Business should uphold the freedom of association and the effective recognition of the right to collective bargaining</p> <p>Principle 4: Business should support the elimination of all forms of forced and compulsory labour</p> <p>Principle 5: Business should support the effective abolition of child labour</p> <p>Principle 6: Business should support the elimination of discrimination in respect of employment and occupation</p>
Labour Rights Current	<p>Commitment</p> <p>Safedrive Africa Foundation endeavours to provide staff with a safe and discrimination free workplace. Staff members must not harass, discriminate, or support others who harass and discriminate against colleagues or members of the public on the grounds of sex, pregnancy, age, race (including their colour, nationality, descent, ethnic or religious background), marital status, disability and sexual orientation.</p> <p>Our Values</p> <p>SDAF's commitment to fair labor standards provides employees with the right to collective bargaining; fair compensation for the work they do; and protection from every form of discrimination. We believe that our employees are our most valuable assets, and we prioritize their individual and collective needs accordingly. SDAF's workforce includes a number of union labor groups, and we are proud of the effective collaborations between SDAF Labor Relations and these teams to most effectively support the missions of our communities. SDAF's diverse workforce is comprised of individuals who represent a wide spectrum of age, ethnicities, religions and races. To protect our employees from abuse or harassment, and to ensure that our working environment is inclusive and respectful of all employees, SDAF implements a zero tolerance policy against any sort of discrimination. Forced labor and child labor are strictly prohibited in every area where we work. We promote the use of our Ethics Hotline, and SDAF's Ethics & Compliance Officer works closely with Human Resources and Program Manager to thoroughly investigate any reported allegations, and take action if necessary</p> <p>Our Initiatives</p> <p>PAE has continued its partnerships with organizations such as the International Stability Operations Association and the United Nations Global Compact to expand awareness of globally recognized fair labor standards</p> <p>Our Code of Conduct</p> <p>We support of our employees' fair labor rights around the world is vital to maintaining a productive workforce. In turn, we expect our employees to create a culture of fairness and equality amongst themselves by treating each other as they wish to be treated. This is a recurring theme throughout our policies and Code of Conduct; where our employees must lead with integrity and excellence</p>
Labour Rights Future	<p>Activities planned for next year</p> <ul style="list-style-type: none"> • The negotiation and finalization of the Collective Bargaining Agreement for the next two year period will be the main activity through ministry of Labour and Human resource • We have approached Ministry of Labour for certification in HR Services initiative to enhance our services

Environment

UN Global Compact principles covered:

Principle 7: Business should support a precautionary approach to environmental challenges

Principle 8: Business should undertake initiatives to promote greater environmental responsibility

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

<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Environment Current</p>	<p><i>Commitment</i></p> <p>Principles of the UNGC: Businesses should support a precautionary approach to environmental challenges, undertake initiatives to promote greater environmental responsibility; and encourage the development and diffusion of environmentally friendly technologies.</p> <p>SDAF emphasizes to its employees that prevention is the first line of defense against hazardous environmental impacts. Our Target Zero goal - an initiative aimed at eliminating injuries and negative environmental impacts – applies throughout the foundation. We have continued pollution prevention initiatives and recurring training for all on-site employees on proper disposal of hazardous waste to promote eco-friendly environment. Our Code of Conduct addresses our company’s commitment to a safe and healthy work environment, and we ask that all members of our organization consider themselves ambassadors of public safety</p>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Environment Future</p>	<p><i>Activities planned for next year</i></p> <p>SDAF as a founding member of NMT in Kenya initiated by UNEP, the Foundation is interested in tree planting to promote ECO Driving and carbon emission to enhance Non motorist transport (NMT) Project for safer cities vision 2020.</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

Commitment

All employees of Safedrive Africa Foundation work in a way which promotes public confidence and trust. The public is entitled to expect the operations to be conducted with integrity, efficiency, effectiveness, fairness, impartiality and economy. In order to serve the community, Safedrive Africa Foundation requires a professional standard of behaviour from employees which:

Our Values

Given the different cultures in each of the tribe our employees have and will continue to encounter varying interpretations of operational protocol. Because a gesture could be considered typical etiquette in the country and bribery in another, Safedrive Africa Foundation provides employees with ample training to prepare them for any instance of corruption they might confront, and implements precautions

to ensure that the laws of the republic of Kenya are strictly followed. Through diligent instruction and annual reinforcement of policies and procedures through our annual ethics and compliance training SDAFs employees receive a comprehensive education on how to operate ethically and professionally

Our Initiatives

The Ethics & Compliance Officer also chairs a quarterly Compliance Council comprised of functional executive leaders to: oversee the organization’s implementation of compliance programs, policies and procedures that are designed to be responsive to the various compliance and regulatory risks facing the foundation, assist the Ethics & Compliance Officer in fulfilling oversight responsibility for the foundation’s compliance and ethics programs; and perform any other duties deemed as necessary. SDAF’s position against corruption is not only the concern of our Ethics and Legal departments. Our Procurement team is required to compare vendors ‘costs to ensure fair competition. Procurement personnel are also specially trained to not accept gifts of any value from potential vendors, to avoid even the perception of bribery.

Anti-corruption
Future

Activities planned for next year

Would revolve around evaluating the effectiveness of the Safedrive Africa Foundation Code of Conduct as well as promoting it on a regular basis as well as taking administrative action on any departures from it .

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

This COP will be published annual report and newsletters

Donations, awards

The Africa Leadership Awards 2015

Safedrive Africa Foundation received The Africa Leadership Awards 2015, this award is all about Achievers, Super Achievers and Future Business Leaders. This glamorous event will attract the best of the best from Africa. This event will highlight, recognize and reward their ability to steer their businesses through turbulent times, applying the best of business modules to manage and keep their missions afloat.

This in itself is another indication as to how hard all members of staff have worked as a team towards gaining international recognition – no mean achievement!

Visit <http://www.africaleadershipawards.org/AWARD%20WINNER%202015/AWARD%20WINNER%202015.html>