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A REPORT OF ALPHA ASSOCIATES TANZANIA LIMITED ON HOW IT ADHERE TO THE UN GLOBAL COMPACT

2016

INTRODUCTION

Alpha Associates Tanzania Limited is a consulting company that was founded in the year 2000 and officially started its operations in 2004. The company is registered as a private limited company and it deals with the provision of Accounting services, Business facilitation and tax advisory. The company offices are located in Dar es Salaam and Arusha City, at Arusha the office is at Golden Rose Conference Centre Arcade 2nd floor, along Colonel Middleton road and in Dar es Salaam Acacia Building 4th floor 114/59-Samora Avenue

ABOUT ALPHA ASSOCIATES TANZANIA LIMITED

The company was established with the objective of providing consultancy services on human resources development, strategic and business planning, rural microfinance, procurement, outsourcing and productivity improvement, participatory planning, monitoring and evaluation, market and financial feasibility studies, management information systems, financial management, local economic development, poverty and policy analysis as well as research.

OUR CLIENTS

Alpha Associates Company clients include organizations, commercial and private sector actors, development agencies, faith-based organizations, institutions and other stakeholders focusing on poverty alleviation through economic and social empowerment

ALPHA ASSOCIATES STAKEHOLDERS

Alpha Associates works with networks of other consultants from various fields, who can be called in to carry out specific tasks as and when required. Alpha Associates has developed a good working relationship with many other institutions like business consulting companies offering related services, and government agencies such as; Tanzania chamber of commerce, Industries and Agriculture (TCCIA), Tanzania revenue authority (TRA), Tropical pesticides research Institute (TPRI), Tanzania Food & Drug Authority (TFDA), Business Registration and Licensing Authority (BRELA), Tanzania Bureau of Standards (TBS) and financial institutions among others. All these institutions give Alpha Associates an upper hand to perform any assignment given to the company.

UNIQUENESS OF ALPHA ASSOCIATES

Alpha Associates Limited brings a fresh and innovative approach to management consulting services. Our goal is to exceed the expectations of every client by offering outstanding services, increased flexibility, and greater value, thus optimizing our functionality and improving operation efficiency. Our company and associates are distinguished by their functional and technical expertise combined with their hands-on experience, thereby ensuring that our clients receive the most effective and professional attention.

Alpha Associates' extensive skills encompass all aspects of implementation and operation, including business requirements definition, development of well-designed needs for client approval, and overseeing development teams customizing knowledge to fit specific client needs. Typically, we are on-site at locations handling client's problems, providing solutions, training and support, and resolving issues that arise when the client initiates a live set setting. We excel in intellectual honesty and integrity, high client focused-customer service and reporting. We continuously expand upon our knowledge and interventions to assist clients with successful implementation of projects and programmes throughout diverse locations. Exceptional functional and technical expertise coupled with extensive industry knowledge makes Alpha Associates Limited the ideal choice for a consulting firm to advise and manage the implementation of development interventions.

TEN PRINCIPLES OF UN GLOBAL COMPACT

Corporate sustainability starts with a company's value system and a principled approach to doing business. This means operating in ways that, at a minimum, meet fundamental responsibilities in the areas of human rights, labor, environment and anti-corruption. Responsible businesses enact the same values and principles wherever they have a presence, and know that good practices in one area do not offset harm in another. By incorporating the Global Compact principles into strategies, policies and procedures, and establishing a culture of integrity, companies are not only upholding their basic responsibilities to people and planet, but also setting the stage for long-term success.

HOW ALPHA ASSOCIATES ADHERE TO THESE PRINCIPLES

HUMAN RIGHTS

Alpha Associates Company comply to the Ten UN Global Compact, Human Rights in particular, it employs workers on the basis of merits and competence, we are against tribalism, races, religion, regionalism, gender .All employees are being employed according to their ability and capacity to deliver through the recruitment process.

Also, there is no discrimination or to treat other less favourably because of personal characteristic, such as disabled .Like not hiring someone because of their disability, selecting a particular person for redundancy because of their disability and paying someone less than another worker without a good reason. Human rights are taken in a sensitive manner in our company

LABOUR

All employees had the rights to join the union in our company as one of the principle in ten Un Global Compact Workers are not pressured by a union or by their employer to make decision about joining, not joining or living a union, we allow to choose either or not to join an association, this trade unions links workers throughout the companies.

The company as it ratifies to Ten UN Global Compact Principles, prohibits all forms of forced labour or compulsory labour, no employee is working without being paid. Alpha Associates insist the abolition of hiring children's in our company. Our company treat employees with honesty, dignity and they are free of verbal abuse, threats, sabotage and bullying of any kind .We fulfil promises to our employees about pay, benefits, and promotions to improve the quality of life of our workers.

ENVIRONMENT

Alpha Associates Company, in addressing environmental challenges, the company ensure that their activities do not cause harm to the environment, the company direct activity to areas such as research, innovation, cooperation and self regulation that can positively address the significant environmental degradation.

Also it encourage the environmentally sound technologies that are less pollutant, use resources in a more sustainable manner, recycle of wastes and products and handle residual wastes in a more acceptable manner. Environmentally friendly technologies include a variety of cleaner production processes and pollution prevention technologies, as well as end of pipe and monitoring technologies.

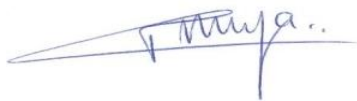
ANTI-CORRUPTION

Alpha Associates Company ensure zero tolerance with all forms of corruption, some of the efforts taken by the company which deemed more effective involve denial of opportunity or internal control, effective leadership and oversight, auditing and pre-employees screening.

Also the company provide appropriately compensation that motivates workers, it provides training to employees on issues related to corruption, and we discourage cash payments and encourage bank payment. All this measures are taken to adhere the UN Global Compact and its principles.

CONCLUSION

Alpha associate company limited sets in motion changes to business operations so that the UN Global Compact and its principles became part of strategy, culture and day to day operations. Also, we communicate with our stakeholders in implementing the ten principles and efforts to support societal priorities.



DR. Alphonse Dotto Massaga

Managing Director