COMMUNICATION ON ENGAGEMENT (COE)

PERIOD COVERED ON THIS COMMUNICATION ON ENGAGAEMENT

FROM: APRIL 2015

TO: APRIL 2017

PART I: STATEMENT OF CONTINUED SUPPORT BY THE EXECUTIVE

April 07, 2017

To our stakeholders;

It is my pleasure to confirm that LEAP Africa Ltd/Gte 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. We welcome feedback on its contents.

In this Communication on 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 stakeholders using our primary channels of communication.

Sincerely yours,

Aramide Akisanya
Executuve Director

PART II: DESCRIPTION OF ACTIONS

LEAP Africa supports the UNGC's principles in the area of Anti- Corruption. Our activities are focused on creating awareness and equipping employees of organizations with the knowledge and skills required to make ethical decisions and combat corruption in their work environment. We believe that effective ethics training can help in the reorientation of mindsets on issues regarding corruption and help guide employees towards positive behavior. Details of our activities in the past 24 months are listed as follows:

Launch of e-Integrity

Developed by LEAP with the support of its partners, *e-Integrity* is an e-learning course on values, moral ethics, corruption and moral courage based on ethical scenarios set in the Nigerian context. This course addresses the key anti-bribery and corruption (ABC) themes as it equips users with knowledge and skills required to:

- Exhibit an understanding of the cost of corruption to individuals, organizations and society
- Develop the courage to act as whistle blowers at work and in their personal sphere of influence
- Act as champions for promoting a strong value system in the all facets of life
- Recognize and handle conflicts of interest appropriately
- Become accountable, responsible and responsive individuals in the workplace and immediate communities

This course is designed for staff of corporate organizations. This is because we believe that the ethical philosophy an organization uses to conduct business can affect the reputation, productivity and bottom line of the business. Ethical behavior among workers in an organization ensures that employees complete work with honesty and integrity. Employees who use ethics to guide their behavior adhere to employee policies and rules while striving to meet the goals of the organization. They also meet standards for quality in their work, which can enhance the company's reputation for quality products and service.

The course can be accessed via our eLEAP- our Learning Management System (https://leapafrica-elearning.org) and through an in-plant training called the e-Integrity Workshop.

LEAP Africa's Integrity Institute for Diamond Bank Staff

Integrity Institute is a one-day ethics workshop for staff of corporate organizations. LEAP Africa facilitated this workshop for staff of the bank. They participated in highly engaging syndicate sessions on ethical dilemmas in the execution of their roles and highlighted ways to address same using tools introduced by LEAP facilitators.

LEAP Africa e-Integrity Workshop for First City Monument Bank (FCMB) Staff

LEAP Africa partnered with First city Monument Bank to conduct training on ethics and anti-corruption called the e-Integrity workshop. Participants were taught the importance of personal values, how to align one's values with that of the organization and exhibit these values in the execution of their jobs. At the workshop session, participants were introduced to ethical decision making tools which were applied in the analysis of various scenarios that reflected ethical dilemmas faced in the banking sector. They also analyzed their work environment, identifying forms of corruption that angered them, highlighting solutions and actions plans to address same. Finally the whistle blowing policy of the bank was reviewed, reiterating the importance of moral courage and whistle blowing in the drive to build an ethical and sustainable organization.

Feedback from participants highlighted that the training helped them to think deeply about their values and how this affects the decisions they make. They also stated the fact that the campaign for a more transparent and accountable organization begins with each employee doing the right thing within his or her sphere of influence.

LEAP Africa e-Integrity for AACE Foods

AACE foods in collaboration with LEAP Africa enrolled its employees for the e-Integrity course on the Learning Management System. This helped AACE food staff understand the importance of personal values in their decision making process. They learnt to apply ethical decision making tools, recognize and handle conflict of interest appropriately, differentiate between a gift and a bribe and the steps to address corruption in their immediate environment.

LEAP Africa e-Integrity and MacArthur Foundation Grantees

LEAP Africa in partnership with MacArthur Foundation in Nigeria conducted ethics training for MacArthur foundation grantees using the e-Integrity course. Grantees were taught the

importance of building a culture of integrity, transparency and accountability especially as it relates to the utilization of grant funds and execution of projects.

LEAP Africa e-Integrity and Access Bank Plc

LEAP Africa in collaboration with Access Bank Plc enrolled its staff for the e-Integrity course on the Learning Management System. Employees learnt to apply ethical decision making tools, recognize and handle conflict of interest appropriately, differentiate between a gift and a bribe and the steps to address corruption in their immediate environment.

LEAP Africa e-Integrity workshop for Bovas and Company Limited.

This e-Integrity course was used to conduct and ethics training for entry level employees of the organization. Participants reviewed the code of conduct policy of the organization; this helped them understand the organization's position as regards certain situations as highlighted in the ethical scenarios used in the workshop. They learnt to apply ethical decision making tools, recognize and handle conflict of interest appropriately, differentiate between a gift and a bribe and the steps to address corruption in their immediate environment.

LEAP Africa's e-Integrity and Fostering Integrity and Reputation Management (FIRM) SDGs project for Women

Female entrepreneurs, who were beneficiaries of this project, were enrolled for the e-Integrity course on the Learning Management System. A certificate of completion in this course was part of the requirements for receiving the seed funding available through the project. Participants were taught the importance of personal values, business ethics, transparency and accountability in carrying out business activities.

Participation in the UNGC Local Network Sustainable Development Goals Awareness Workshop

LEAP Africa participated in the UNGC's Local Network workshop on the SDGs. This workshop highlighted the importance of the SDGs and the need for strategic partnerships in the actualization of the goals in Nigeria. Each organization present was asked to select 3 goals that resonated with their organization which will be used to promote collaborative action within the network. LEAP Africa selected the following in order of priority: (1) SDG 4- Quality Education (2) SDG 16 –Peace, Justice and Strong Institutions (3) SDG 10- Reduced Inequalities.

Participation in the UNGC's Anti-Corruption Collective Action Kick-Off Workshop

LEAP Africa participated in the Anti-Corruption Collective Action Kick –Off Workshop organized by the UNGC Local Network.

The workshop brought together leaders in business, government, academia and civil society to discuss pertinent themes such as (1) building trust and transparency, (2) drivers and incentives (3) main AC challenges and stakeholders, (4) AC CA platforms, partnerships, initiatives, (5) participation and commitment to SDGs/ SDG 16.

Outcomes of the interaction will be used to produce a map of the Anti-Corruption landscape in the country (e.g. opportunities, sectors, challenges, policy frameworks, etc) that will provide information for the Strategic Working Plan Matrix that will be used to engage a wide set of participants in the subsequent activities of the project.

PART III: MEASUREMENT OF OUTCOMES

- Partnerships with 7 organizations for the Ethics and Anti- corruption training for staff.
- 350 employees of organizations trained.
- Development of e-Integrity- a powerful training tool for the reorientation of mindsets and drive towards positive behavior in the anti-corruption campaign in Nigeria.