



United Nations Global Compact: Communication on Progress, 2017

Welcome to our Universe



12th July 2017

Dear Stakeholders,

On behalf of the Directors, shareholders and employees of Stratostaff, I would like to reaffirm the commitment of Stratostaff on the 10 Principles of United Nations Global Compact.

This is our first Communication On Progress report. The information pack gives a background of who we are, what we do and what steps we have taken in ensuring that we are promoting the Principles.

We would like to assure all stakeholders and participants that we as Stratostaff are committed to aligning our policies and practices that advance societal goals.

Regards



Sam Watene
Managing Director

About: Stratostaff

Stratostaff is a provider of **Flexible Staffing Solutions** to organizations in the East Africa region. By offering **full Human Resources Lifecycle Solutions**, Stratostaff is able to contribute to better talent selection and retention, improved staff productivity and employment **Risk Management** for its clients.

Vision

*We will be the preferred supplier of **decent work** to quality stakeholders in **Africa** by developing innovative and effective **solutions** for the benefit of all.*

www.stratostaff.co.ke

Brand Values

Ø Empathy and Trust	= >	Decent work
Ø Ethics	= >	Transparency in compliance and pricing
Ø Sustainability	= >	Technology key of service delivery
Ø Freedom	= >	Flexibility
Ø Excellence	= >	Efficiency and indemnity
Ø Patience	= >	Network of Professional Experts

Our Offering



Temporary and Casual Staffing



Permanent Placements



**Managed Services e.g. Payroll, HR
Outsourced services**

Some of the companies that entrusted us with their staffing needs - Kenya



**Greystone
Industries**



TOSHIBA



AVIS®



Among others...

Our Service Delivery Approach

We follow a **systematic workflow process** from staff provision, staff management, and account management that ensures **we meet the needs** of the clients and the outsourced staff (Associates) as well.

Project Implementation Pillars

Pre-Project
meeting

Resource
Mobilization

Staff Selection

Take on & On-
boarding

Contract
Management

Account
Management

QUALITY ASSURANCE

Maintaining quality and service standards throughout the process

PROJECT MANAGEMENT

Seamless coordination of tasks, resources and delivery of assignment requirements.

COMMUNICATION

Facilitation of free flow of information between Stratostaff team and yourselves.

Communication on Progress

Human Rights

Enshrined in our Vision
Statement & Brand Values

Human Rights

No Forced Labor & Equal opportunity employer

Only willing candidates are engaged through a transparent process

Decent Work & Fair Pay

Work should be one that one is proud of and the wages to improve one's well being



Human Rights



Ensure Staff Have Proper Protective Gear

No employee under our contract is allowed to work without proper gear & trained on equipment use and safety

Leave Management

We work with both employees and clients to ensure that staff seconded to them get enough rest



Human Rights

Access To Healthcare – Our Partners



- Ensure all staff have access to health care
- Ensure all staff are registered with NHIF
- Persistent communication to all staff on the need to pay & utilize NHIF e.g. in weekly staff meeting
- Create partnership with hospitals to ensure quick medical care

Human Rights



We continuously seek to understand the Human rights & what constitutes Human Rights Violations

We invite statutory bodies and clients to audit operations e.g. to see if we pay the staff agreed rates and do not violate minimum wage guidelines



Environmental Protection

Though not a primary focus, there are deliberate steps we have undertaken
e.g. Use of cabs/public instead of driving, Recycling printing paper,
Stopping unnecessary printing



Our employees, both staff and outsourced have undergone Occupational Health & Safety Training . . . Safety first

Environmental Protection



Stratostaff Directors, Staff and their Friends
and Families at the 2016 Ndakaini Half
Marathon

Annually Stratostaff
participates in the
Ndakaini Half Marathon to
support the restoration of
the water tower and Dam

Anti-Corruption



Enshrined in our company policy and also in practice i.e. part of employment & client contracts

Stratostaff lost business estimated to be approximately **KES60M (USD600,000)** because we were not willing to engage in conversations that lead to requests for kickbacks

Anti-Corruption



Our business model does not allow us to take money/gifts from job seekers at any point for promise of a job or for getting someone a job

Anti-Corruption



Two of our employees went for Anti-bribery training

They prepared a draft Anti-Bribery Policy document that is with the board for adoption



Contact Us

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