



# Communication on Progress (COP)

From: **February 2016**

To: **February 2017**

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## STATEMENT OF CONTINUED SUPPORT

15<sup>th</sup> November 2017

To our stakeholders:

I am pleased to confirm that City Engineering CO LTD (CECL) 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 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 also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

A handwritten signature in blue ink, appearing to read 'Anael Macha', with a stylized flourish at the end.

Eng. Anael Macha  
**Managing Director**

## DESCRIPTION OF ACTIONS

### **Human Rights**

To implement the Human rights requirement, CECL is doing the following;

- Development of standard employment contract;
- Policy for grading consultants
- Policy for payment rate for consultancy
- Development of payment policy
- 60% of the workforce is women
- Development and implementation of Safety, Occupational Health and Environment policy

### **Labour**

CECL implement through the following initiatives;

- No child labour allowed, this is through employment policy
- The payment, grading consultant, and payment rate policies ensure that compensation is fair for all employment either permanent or temporary.

### **Environment**

CECL has implemented the following;

- Development and implementation of safety, occupational health and environmental policy
- While doing environmental and social consultancy services, we have a Quality policy;
- CECL strive to ensure that we go beyond guidance, we design and implement environmental management structures e.g. constructed wetland, incineration etc.
- Most of our suppliers are environmental and socially conscious.

### **Anti-Corruption**

The company has an anti-corruption policy and professional growth approach is being envisaged to empower our staff to ensure that critical thinking is basis of the company output.

## MEASUREMENT OF OUTCOME

The most relevant indicators to measure outcome of CECL commitments include;

- We maintain our client portfolio due to our professional ethics
- Diversity of the employees and suppliers;
- Performance of the environmental and social solutions provided to our client's challenges
- Flexibility of our services to meet stakeholder's expectations