

# 10 PRINCIPLES OF UN GLOBAL COMPACT

## Human Rights

- [Principle 1](#): Businesses should support and respect the protection of internationally proclaimed human rights; and
- [Principle 2](#): make sure that they are not complicit in human rights abuses.

## Labour

- [Principle 3](#): Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- [Principle 4](#): the elimination of all forms of forced and compulsory labour;
- [Principle 5](#): the effective abolition of child labour; and
- [Principle 6](#): the elimination of discrimination in respect of employment and occupation.

## Environment

- [Principle 7](#): Businesses should support a precautionary approach to environmental challenges;
- [Principle 8](#): undertake initiatives to promote greater environmental responsibility; and
- [Principle 9](#): encourage the development and diffusion of environmentally friendly technologies.

## Anti-Corruption

- [Principle 10](#): Businesses should work against corruption in all its forms, including extortion and bribery.

# 2017 communication of progress report



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## STATEMENT BY THE CHIEF EXECUTIVE.

Greetings.

Since formalizing our commitment to the achievement of Sustainable Development Goals( SDGs) through a declaration of our commitment of support of the UN Global Compact initiative on 12th July 2016, we are pleased to lend our support to the UN Global Compact initiative for the period 12th July 2017-11th July 2018.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the UN Global Comapct 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

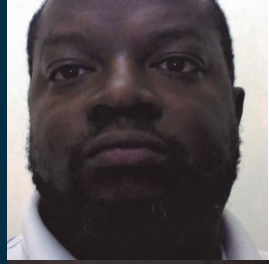
Sincerely yours,

AGGREY ANDUURU  
DIRECTOR

## FACTS & FIG-URES

- [Joining Date:](#)  
2016-07-12
- [No of seconded Employees:](#)  
1500
- [No of Permanent Employees:](#)  
30
- [Contact Persons:](#)
  - Mary O. Anduuru - Director Essential Management Consultancy Services Ltd
  - Aggrey Anduuru- Director Essential Management Consultancy

## EMCSL DIRECTORS



**C.E.O**

AGGREY ANDUURU



**C.O.O**

MARY O.B. ANDUURU



**C.I.O**

JACKSON M. ANDUURU

**AVERAGE  
LEADERSHIP AGE**

**38**

*"Educating the mind without educating the heart is no education at all"*  
*Aristotle*

### OUR PRODUCTS & SERVICES

- Human Capital Development
- Human Capital Management
- OSHA Services
- Asset Tagging Services

Essential Management Consultancy Services Limited (EmcsL) is a private Limited Liability company found by a group of Kenyans of varied professional qualifications and extensive hands on experiences. EmcsL was founded in 1993 and officially registered in January 1994.

EmcsL was registered as a trainer by the Directorate of Industrial Training in 1996. In 2004 EmcsL was incorporated as Limited Liability Company.

### OUR VISION

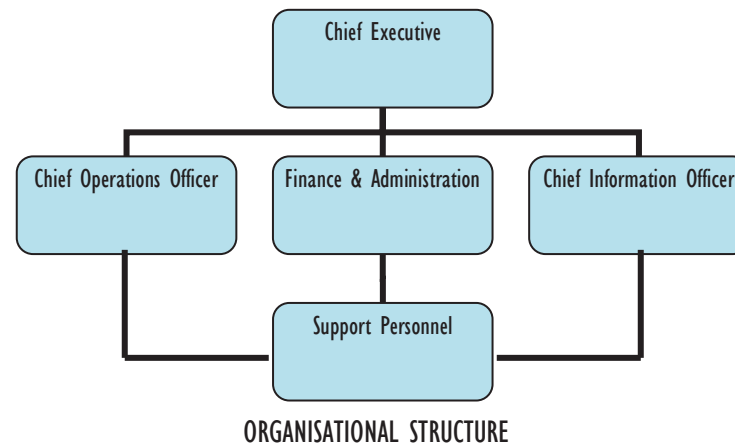
The premier institution in Africa for Business Process Outsourcing, Human Capital Development, Business Advisory and Development, Corporate Recovery and Structuring.

### OUR MISSION

Drawing from our vast experiences and research, provide innovative and quality services to our customers/clients recognizing our obligations to the society, enhancing employee welfare while delivering ever improving value to our stakeholders.

### OUR CORE VALUES

- ★ Measurement based performance
- ★ Commitment to common purpose
- ★ Effective communication
- ★ Provision of quality service
- ★ Professionalism
- ★ Appreciation of performance excellence
- ★ Respect for all persons



### OUR FOOTPRINTS



# DESCRIPTION OF ACTIONS

**"Your positive action combined with positive thinking results in success. "**

**Shiv Khera**

### LABOUR RIGHTS

1. Fair treatment of workers in line with the employment Act, Labour Relations Act,, Labour Institutions Act, and Constitution of Kenya.
2. Promotion of safe and secure workplaces
3. Equipping of workers with necessary knowledge and skills in Occupational Health and Safety to create safe and healthy working environment
4. Enactment and enforcement of Anti-Sexual Harassment Policy on all our work sites
5. Kitting of our employees with the requisite Personal Protective Equipment (PPE)

### ANTI-CORRUPTION

1. Became a signatory to the Code of Ethics for Business in Kenya on 20th June 2017.
2. Enactment and enforcement of policies to discourage bribery, nepotism, cronyism, and any other form of corruption in the workplace in recruitment and selection processes; and in the procurement and supply of services

### ENVIRONMENT

1. Initiated a program to recycle and donate e-waste to charitable organizations
2. Avoid environmental damage through regular and systematic maintenance of processes and systems( IT systems, waste recycling)
3. Energy conservation through effective use of electric power via use of energy saving lamps, and switching of lights and machinery when not in use

# MEASUREMENT OF OUTCOMES

## TOTAL WORKFORCE

**1946**

## GENDER DIVERSITY

**MALE:1216 FEMALE:730**

## INCIDENCE RATE FOR SAFETY MANAGEMENT

**1.84%**

IR=Incidence Rate= Injuries( Per Year)/Employmentx 100

36/1946x100=1.84%

## GENDER DISTRIBUTION

**38%**

