

## COMMUNICATION ON ENGAGEMENT (COE)

LEAP Africa



### Period covered by this Communication on Engagement [2017]

From: [2017]

To: [April 3, 2019]

### Part I. Statement of Continued Support by the Chief Executive or Equivalent

Please use the box below to include the statement of continued support signed by your organization's Chief Executive or equivalent.

*April 2, 2019*

*To our stakeholders,*

*I am pleased to confirm LEAP Africa's continuous support to the United Nations Global Compact and its Ten Principles in the areas of Labour, Environment and Anti-Corruption.*

*LEAP Africa remains focused on instilling these principles in the mindset of individuals. Creating such awareness at an early stage is a step towards the guarantee of a sustainable future.*

*In this Communication on Engagement, we describe some of the many actions we have undertaken in the past two years that relate to the principles of Global compact.*

*We also commit to sharing this information with our stakeholders using our primary channels of communication.*

*Yours sincerely,  
FOR: LEAP Africa Ltd/Gte*

A handwritten signature in black ink, appearing to be "Femi Taiwo".

*Femi Taiwo  
Executive Director*

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## **Part II. Description of Actions**

Please use the box below to describe the actions your organization has taken in support of the Global Compact. It is strongly recommended that the actions taken are related to one or more of the specific activities suggested. *Please refer to the complete list of suggested activities for your type of organization found [here](#).*

LEAP Africa is a youth-focused leadership development nonprofit organization raising leaders to transform Africa. The organization is tackling issues of leadership dearth, employability and entrepreneurship skills gap, corruption, and encouraging social good through active citizenship. With a footprint across Nigeria and in Africa, LEAP is working with partners to solve some of the world issues identified within the SDGs. It develops and implements human capacity programmes for Africans to facilitate the transformation of people, communities and organizations. Beyond its programmatic activities, building ecosystems and youth advocacy, the organization is known for thought leadership on business sustainability and youth development and has published 11 books to date.

### **Towards Labour (Principle 6)**

- LEAP has in effect a Gender, Diversity and Inclusion Policy in place to support minority groups in the workplace. This policy addresses the elimination of discrimination at the point of hire, speaks against disrespect against minority groups and advocates for the inclusion of all groups in the workplace.

### **Towards Environment (Principle 8)**

- LEAP understands its role in preserving the environment through its actions and created an Environmental Policy to guide its conduct.
- It maintains a recycling policy and procured an ERP to further support a paperless environment to the barest minimum.

### **Towards Anti-corruption (Principle 10)**

- Through a specially designed values and ethics course, e-Integrity, LEAP has increased understanding of leading ethical businesses. It also offers a Values and Leadership Skills Programme.
- All our training is based on the principles of ethical leadership and participants are taking through a specific module on values and ethics. It provides participants with an overview of what it means to be an ethical and moral citizen in Nigeria today; it increases youth understanding on the pervasive issues of corruption and creates awareness on how they may contribute to corruption by their actions or in-actions.
- Through customized training, organizations are being supported in the review of policies such as Whistle Blowing Policy and Code of Conduct and formulation of policies where none existed.
- LEAP also ensures that priority is given to building an ethical team and has worked with HR within the organization to offer its course at Induction programme and professional development exercises for employees to reduce the negative impact on business.
- LEAP has continued to promote the purchase and use of its publication on ethics at workshops, events and programmes.

**Part III. Measurement of Outcomes**

Please use the box below to include the most relevant qualitative and/or quantitative indicators to measure the outcome of the activities described in Part II above.

Principle		Quantitative	Qualitative
Labour	Policy creation	<ul style="list-style-type: none"> <li>Internal training was done with 15 employees to create awareness for new policy and educate on implications for our workplace and training experience for our beneficiaries</li> </ul>	<ul style="list-style-type: none"> <li>Employees became aware and sensitive</li> <li>Increased number of minority group shortlisted in selection and recruitment.</li> </ul>
Environment	Awareness – Policy Creation	<ul style="list-style-type: none"> <li>Internal training was done with 15 employees to create awareness for new policy and educate on implications for our workplace and training experience for our beneficiaries</li> </ul>	<ul style="list-style-type: none"> <li>Measures to save to the planet are adopted through water, light conservation and paper recycling.</li> </ul>
Anti-corruption	Workshops , Training,	<ul style="list-style-type: none"> <li>About 3,000 people trained on the values and moral ethics module in the classroom and e-Integrity course and were equipped to craft their values, make ethical decisions and lead the positive transformation.</li> <li>Organizations included the course in their induction programme; graduate trainee programme and signed up employees as personal development goals.</li> </ul>	<ul style="list-style-type: none"> <li>Companies with Whistle Blowing Policy</li> <li>Advocate for ethical businesses</li> <li>Reduced staff turnover and loss to business</li> <li>Clarity on conflicts of interest and all forms of corruption, including fraud, nepotism, fund mismanagement</li> </ul>

**Part IV: Our commitment:**

- Attend UN Global Compact board meetings.
- Participate in local UNGC events.
- Contribute to and support the advancement of the SDGs.

- Engage partners on SDGs goals.
- Forge strategic partnerships with organizations within the UNGC.