**United Nations Global Compact annual report 2019**

**Participant: Ends International Company Limited**

**Published: 25TH February 2019**

**Self-Assessment:**

* Includes a CEO commitment of continued support for the UN Global Compact and Its principles
* Description of actions relevant policies related to Human Rights
* Description of actions relevant policies related to labor
* Description of actions relevant policies related to the environment
* Description of actions relevant policies related to Anticorruption
* Conclusion
1. **Statement of continued support by the CEO from Ends International Company Limited.**

**H E Ban Ki-Moon**

**Secretary General**

**United Nations**

**New York, NY 10017**

**USA.**

Dear Mr. Secretary General,

**RE: Statement of continued support by the CEO from Ends International Company Limited.**

We Ends International Company Limited firm are pleased to reaffirm its support for the ten principles of the UN Global Compact in the areas of Human Rights, Labor, Environmental and Anticorruption

In this our annual communication in progress, we describe our actions to integrate the Global Compact and its principles into our business strategy, culture and daily operations.

We are also committed to share this information with our stake holders using our primary channel of communication.

**Yours Sincerely**

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**Sharon Wamahiga Thuku**

**Director**

**Ends International Co. Ltd.**

**Dated: 25th February 2019**

1. **Description of actions relevant policies related to Human Rights**

**Assessment policy and goals**

Ends International Company’s goal is to influence our clients, customers and business partners on human rights. Based on our commitment, we have set up a code of ethics to fill the gaps in the protection of human rights.

**Implementation**

An internal system is in place where employees are trained in regards to our commitment which helps in moving the human rights agenda forward to maintain a momentum of importance.

We act with due diligence to avoid infringing the rights of others for instance by engaging employees and communities where we have ongoing projects to promote collective action and also ensuring that our employees are able to realize their aspirations for themselves and families beyond income.

**Measurement of Outcomes**

Our employees, customers and partners are encouraged to report back if they suspect any wrongful doing in regards to the code of conduct and our CSR. However, no reports have been filed to date.

1. **Descriptions of actions relevant policies related to Labor**

**Assessment, policy and goals**

Ends International Company Limited supports the UN Global Compact Principles on labor standards in additional to following local laws on Labor Rights

**Implementation**

Our guidelines and code of conduct regulate our policies in compliance with the UNGC Principles.

For instance freedom from forced labor is one of the most important of the human rights. Eradicating it is difficult but possible. As a company we have created laws that render neither exaction of forced or compulsory labor, nor tolerate its exaction. It’s illegal and punishable.

**Measurement of outcome** Our employees, customers and partners are encouraged to report back if they suspect any wrongful doing in regards to the code of conduct and our CSR, and no reports have been filed since the system has been implemented.

1. **Descriptions of actions relevant policies related to Environment**

**Assessment policy and goals**

Ends International Company Limited supports the UNGC principles on the environment. The principle is included in our CSR and Code of Conduct.

**Implementation**

We strive to minimize environmental impact of our daily activities of our core business in Civil Construction and General Supplies, mostly via the Environmental and Mitigation Plan (EMMP).For Instance: turbidity, sediment and erosion control, Compliance to the Government of Kenya environmental mitigation, waste management, dust management and noise control.

**Measurement of Outcomes**

No reports have been filed since the system was implemented as we encourage our customers, employees and partners to report any wrongful doing in regards to the environment.

1. **Descriptions of actions relevant policies related to Anticorruption**

**Assessment policy and goals**

 Ends International Company Limited supports the UNGC Principles on Anticorruption. We work strongly always fighting it in all its forms in terms of extortion and bribery.

**Implementation**

Our CSR guidelines and Code of Conduct includes our policies on anticorruption and respond to incidents by whistle blowing on any violation

**Measurement of Outcomes**

Having held firm to our zero corruption policy, one of the outcomes from this is change of business strategy to diversify to other businesses owing to the gasp experienced when operating in the industry.

1. **Conclusion**

 There is need for these conversation on Human rights, Labor, Environment and Anticorruption to be held in a way that is specific to the business needs of a region .Example 75%of Kenya’s economy is dependent on small medium enterprises who move often than not have informal structure in their business for there to be collective with action and measured outcomes, a conversation with them is important since most of them do not know how or when events regarding these very important Global Conversations happen.

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**Name:** Sharon Wamahiga Thuku

 **In Capacity:** Director

**On Behalf of:** Ends International Company Limited