

Communication On Progress Report

AUGUST 2019 - AUGUST 2020

Message of support

To our stakeholders,

I am pleased to confirm that Nendo Limited reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

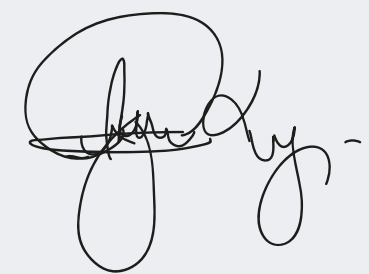
At Nendo, our mission is to provide digital insights about Africans by Africans in Africa. Insights matter on a continent where necessity is the mother of invention.

In our inaugural Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles as well as the SDGs into our business strategy, culture and daily operations and commit to using the SDGs to guide us as we navigate through the COVID-19 pandemic.

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

Sincerely,

**Mark Kaigwa,
Founder and CEO,
Nendo Limited.**



Human Rights Principles

Principles 01

Businesses should support and respect the protection of internationally proclaimed human rights.

Principles 02

Make sure that they are not complicit in human rights abuses

How we support the principles above?

In 2019, Nendo Limited developed a human resource policy. The policy was shared with all employees and consultants and continues to be shared to new employees at the time of hiring. It details the employees' rights within the company and is designed to protect employees and consultants in the conduct of business.



SDG 3: Good Health and Well-Being

Nendo believes that its employees are its most valued resource and works to develop and find opportunities to support the employees' wellness. To achieve the above, Nendo has undertaken the following:

- Providing employees with Health Insurance and coverage
- Regularly sharing mental health resources with all the staff and especially now, during the COVID-19 Pandemic. A mental health session was conducted recently by Nendo's staff named Vanessa and the document shared to the public for free. The document can be found [here](#)
- Nendo paid for a wellness session at Acacia studios-Viking House for all interested members of staff.
- Providing a healthy snack provided at our weekly meetings for the entire team
- Putting in place measures to help protect employees and their families from contracting COVID-19 through allowing all the staff to work from home and facilitating internet connectivity as well as conducting regular check-ins with employees in order to determine how management can help navigate any challenges they may have as they work from home
- In the last week of August 2020, there is a scheduled game day where Nendo staff will have an opportunity to engage in virtual games. This is similar to a remote "team building" exercise which is aimed at helping the staff blow off some steam and essentially have some fun together
- In September 2020, there is a scheduled session by Dr. Ciru Kaigwa where she will share Mental Health coping mechanisms with the Nendo staff. The session is aimed at providing staff with mental health insights from a health professional's perspective



SDG 4: Quality Education

One of Nendo's main values is "Each One Teach One". Nendo strives to provide employees with continuous opportunities to improve their skills for their current and future employment through:

- A bi-weekly session known as Thirsty Thursday which involves having a designated speaker (who is either a Nendo employee, or an invited guest) speaking to the Nendo team on a subject of choice in order to improve their learning in diverse subjects. These sessions are shared to the public through Nendo's social media channels to promote education amongst members of the public as well
- Offering staff members training in order for each person to develop themselves professionally
- Paid subscriptions for online classes for the whole team through a platform called SkillShare



Labour

Principles 03

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

Principles 04

The elimination of all forms of forced and compulsory labour

Principles 05

The effective abolition of child labour

Principles 06

The elimination of discrimination in respect of employment and occupation

How we support the principles above?

Nendo supports the principles above by:

- Offering employment contracts that are written in accordance with Kenyan Labour laws
- Being an equal opportunity employer, and not discriminating on the basis of race, gender, age or colour
- Conducting regular one on one meetings with the Managing Director to ensure that each employee has a chance to speak about any matters that they may want addressed and also to support professional development
- Ensuring that the pay structure for employees is way above the minimum wage recommended by the Kenyan laws in order to promote financial wellness among employees
- Regularly conducting anonymous feedback surveys after which the recommendations put forward by employees are implemented



Environment

Principles 07

Businesses should support a precautionary approach to environmental challenges

Principles 08

Undertake initiatives to promote greater environmental responsibility

Principles 09

Encourage the development and diffusion of environmentally friendly technologies



How we support the principles above?

In the past 12 months, (August 2019 - July 2020), we have increased our efforts to support environmental sustainability in the following ways:

- Subscribing and paying for G-Suite License to ensure that all our documents are stored digitally in order to reduce printing and paper use
- Supporting Earth Day by posting about it on our socials so as to raise awareness and downloading the Earth Day Network and taking part in the challenges
- Hiring an office that has glass writing boards white board walls installed in order to minimise paper use
- Largely using reusable coffee cups in place of single-use coffee cups



Nendo (is Working from Home) @Nendo254 · Apr 22

#EarthDay2020 🌍 must be a pivotal moment for the planet 🌍 Support the fight towards protecting our Earth. It's in these moments that we need to stand up for what we believe in and demand bold action. Will you join us? earthday.org @EarthDayNetwork



#EarthDay2020

4.22.2020 | Worldwide

earthday.org

Anti-corruption

Principles 10

Businesses should work against corruption in all its forms, including extortion and bribery

How we support the principles above?

We took the following deliberate steps in support of Anti-Corruption:

- Conducting an audit of company accounts and expenditure
- Monitoring the company accounts for any irregularity
- Conducting a background check of possible clients to avoid engaging in corrupt ventures

As part of this report, Nendo has determined that it's best to come up with a written anti-corruption policy document to guide its operations in the coming months.

Measurement of outcomes:

The actions

We carried out a Human Resource Policy, (HR Policy) training for all employees and subsequent ones for new employees



Nendo paid for fifteen (15) workshops for the staff ranging from leadership and personal development workshops to work-specific workshops



Nendo paid for 12 Monthly payment for Skillshare online classes for the whole team so as to facilitate self-paced learning



There have been zero incidences of corruption in the past year



The SDGs at Nendo: Making a Global Impact

The following are the ways in which Nendo is further supporting the global goals in addition to SDG 3 & 4 mentioned above.



Nendo is supporting SDG 9 Industry, Innovation and Infrastructure. Technological progress is key to finding lasting solutions to both economic and environmental challenges. SDG 9.c targets significantly increasing access to ICT and striving to provide universal and affordable access to the internet in LDCs by 2020 which Nendo does through research in the ICT sector. In the past year, we have conducted in depth research and provided the reports highlighted below to the public for which we have waived all copyrights under the Creative Commons Licenses. The reports provided shed more light on access to information in ICT in Kenya thus helping in increasing access to ICT. The Reports are:





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