

**Date:** 28DEC2020

**To:** United Nations Global Compact  
Attn: Ms./Mr. Simiao You [<mailto:you@unglobalcompact.org>]

**From:** SKA International Group Limited  
Attn: Mr. Michael Douglas, Owner and CEO

**Subject:** Commitment to Global Excellence and its Principles

**Ref:** UN Global COMPACT Renewal

**To Whom it May Concern;**

I am pleased to re-confirm that SKA International Group Limited supports the ten principles of the Global Compact with respect to human rights, labour, environment and anti-corruption. With this communication, we express our intent to advance those principles within our sphere of influence.

SKA International Group members are committed to making the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly in the two principal geographic areas that we work in – Somalia and Iraq

We recognize that a key requirement for participation in the Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the ten principles. It remains our firm intent to advance the principles of the Global Compact within our sphere of influence. We continue to be fully committed to making this part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Millennium Development Goals. We continue to support public accountability and transparency and therefore commit to report on progress annually.

Specifically, our company's annual and semi-annual training programs – which provides (re)education/(re)emphasis on the importance of detecting and reporting any potential or actual human rights violations and/or any potential or actual corrupt business practices – form the bedrock of our company's human rights and anti-corruption program and provide an 'early' warning to any possible corrections necessary within our training program to countermand any new threats under these two areas of the related to the COP and its Ten Principles.

Our labour practices continue to lead the Somalia industry in this region, under all of our business departments, as our wage and benefits remain slightly higher than the average prevailing wages paid by other companies in the area. Our benefits remain competitive, including health insurance, vacation time off, and employees are paid a premium if requested to work overtime or on Federal holidays. SKA new-hire Employees are enrolled initially in our various journeyman programs – that allow them to be paired with senior-level SKA personnel so that the proper on-the-job-training (OJT) is administered and new-hire employees can then correctly learn the importance of following safe labour practices, as well as industry leading environmental customs and practices.

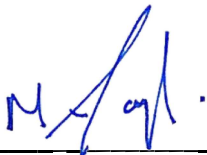
Additionally, our company's oil and gas business provide the training to all persons, including our subcontractors when employed, on the importance of environmentally friendly work practices, the importance of preventing spillage and leaks during fueling and/or accidental fuel dumps into the environment. Our fuel containment and preventative company practices and measures are key to our winning new business and maintaining our low insurance premiums, so these two incentives provide additional motivation for maintaining a safe posture when receiving or dispensing fuels in the Somalia region, or elsewhere in our other business sections – mainly Iraq.

Our CEO believes firmly that our actions – collectively with other companies across the world – is the only way that the planet can be preserved for generations to come. Habit forming practices – through formal training and OJT – make each person capable of recognizing and reporting potential threats to both corrupt labor practices and potential environmental issues within their assigned work stations.

Internally, we continue to conduct annual policy reviews and all relevant policies have been updated with recent best practices. We have also renewed our commitments under the complimentary principals of TRACE International, in order to access their knowledge base and training tools, and have also been through their due diligence process for certification.

The requirement under the COP procedures to provide measurement of outcomes to all of our COP related efforts under the COP Ten Principles has unfortunately taken a step backward this past year – due primarily to the downturn in business and our resultant staff reductions. The remaining management staff in our business lines are now working essentially the jobs of the previous persons responsibilities who had been assisting our management staff, leaving very little time to manage the massive matrix of data for each of our business transactions. Our goal, once the COVID-19 Virus is arrested by the incoming vaccine regime – will be to get back on track with analysis and documentation of our COP program responsibilities, other business priorities that have fell to the way side during this shrewd period of time in our business.

We hope this letter illustrates to your organization our continued commitments to the UN's principals on making the world a much better and ethical place to work and live. We are all citizens of this great planet and it remains the responsibility of all of the earths citizens to protect and preserve its treasures for future generations.



**Michael Douglas**  
President & CEO  
SKA International Group Limited

