

# EXODUS & COMPANY (PVT) LTD

*the infrastructure company*

United Nations Global Compact

2021 Communication on Progress

29 January 2021

Ref: Statement of support for the UN Global Compact and its ten principles by the Chief Executive Officer.

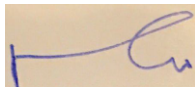
As part of measures and commitment towards the protection of the environment, upholding human rights, anti-corruption and the safety and health of employees, customers, suppliers, contractors, and the rest of the stakeholders in the day to day conduct of business, management and the Board of Directors of Exodus & Company (Pvt) Ltd accepts, as its duty and responsibility, the promotion and upholding of high standards of sustainability, safety and quality in the conduct of our business activities.

The company has embraced innovation, technological development, health and safety of people and care for the environment, as the base for sustainable and safe delivery of projects for our customers. Our vision and passion for improving the quality of life of our stakeholders drive us to do our best in protecting the environment and offering quality products and services to our stakeholders.

In pursuit of our sustainability, safety and quality policies and objectives, we are committing to making the UN Global Compact and its ten principles a part of our strategy, organisational culture and day to day operations of Exodus & Company (Pvt) Ltd now and into the unforeseen future. This report outlines our proposed action items and measurement of outcomes.

Kind Regards;

For and on Behalf of Exodus & Company



Progress Mambo

Chief Executive Officer

---

For any inquiries, please contact us using the following details: Toll Free No: +263 08004332

Other Contact Numbers: +263 4 884 823 / 852 659-61 WhatsApp: +263 7 79501315

Email: [info@exodusandcompany.com](mailto:info@exodusandcompany.com) Website: [www.exodusandcompany.com](http://www.exodusandcompany.com)

# EXODUS & COMPANY (PVT) LTD

---

*the infrastructure company*

## 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.

As Exodus & Company (Pvt) Ltd, we appreciate the importance of surpassing generally accepted best practice on human rights, health and safety and other employment standards. As such, the company has developed a Talent Management Policies and Procedures Manual which is reviewed twice a year with policies and procedures centred on:

- Equal Employment Opportunities;
- Safety, Health, Environment and Quality (SHEQ) policy;
- Disciplinary and Grievance Procedures;
- HIV- AIDS policy;
- Death-in Service Policy;
- Social assistance policy;
- Performance Management Policy;
- Recruitment, Probationary, On-Boarding, and Employment of Relatives policies;
- Loan policy, Organisational Learning and Development Policy.
- Leave policy.

In order to foster our commitment to human rights, we will do the following in 2021:

- Continuously scan the external environment for issues on human rights around the globe and find ways to address them;
- Actively participate on Human Rights Forums;
- Engage local Ministries and academic institutions to incorporate the respect of human rights into educational curriculums to prepare future business leaders to be able to assist in upholding human rights.
- Encourage all our stakeholders to adhere to the two principles of human rights. One area that we shall work on is to make sure that all our suppliers and sub-contractors subscribe to the same principles as well;
- Develop a holistic and specific human rights policy.
- Drafting human rights risks register.

---

For any inquiries, please contact us using the following details: Toll Free No: +263 08004332

2

Other Contact Numbers: +263 4 884 823 / 852 659-61 WhatsApp: +263 7 79501315

Email: [info@exodusandcompany.com](mailto:info@exodusandcompany.com) Website: [www.exodusandcompany.com](http://www.exodusandcompany.com)

# EXODUS & COMPANY (PVT) LTD

---

## *the infrastructure company*

As part of feedback, the company shall;

- Have to develop a specific human rights policy in 2021.
- The company will undertake a quarterly review of performance in regard to implementing human rights policies, addressing human rights risks and responding to human rights violations.

### 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.

Exodus & Company thrives to be constantly aware of labour issues arising from the company operations and business environment in general thereby addressing issues on employee working conditions.

In 2017, the company effectively recognised the Workers' Union and work hand in hand with its Representatives to address issues concerning employee working conditions, their health and safety concerns.

The Company commits itself to assisting students in relevant fields of study to gain exposure in its functions, operations and responsibilities by attaching them to specific divisions. While on attachment, the students will have the opportunity to apply the concepts and theory to the practical aspects of business. However, we are cognisant of global double standards of use of child labour. We adhere to legal requirements on minimum employment age.

Exodus & Company is strong believer of equal opportunities. The Company is an equal opportunity employer that does not discriminate against past, existing and potential employees on grounds of gender, colour, creed, race, religion and/or political affiliation.

# EXODUS & COMPANY (PVT) LTD

## *the infrastructure company*

### 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.

The nature of our business operations in the Built Environment calls for uncompromised commitment to nature. Our company takes a proactive approach in managing nature through its dedicated SHEQ department. The department was established to deal with environmental, safety, health and quality issues on the projects that will be currently undertaking.

Our company conforms to the requirements of ISO 14001:2015 Environmental Management System which put emphasis on high awareness of environmental issues and application of appropriate mitigation measures.

We continuously research possibilities of deploying affordable renewable energy, recycling of resources and the reduction of carbon emissions as part of measures to improve the environment in the communities we build.

### CORRUPTION

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Exodus & Company (Pvt) Ltd do not condone acts of corruption in its entirety. The company has a code of conduct manual that is made available to all employees upon engagement. It details the company's expectations of the employees, new or existing.

Our anti-corruption mechanisms include the following measures:

---

For any inquiries, please contact us using the following details: Toll Free No: +263 08004332

4

Other Contact Numbers: +263 4 884 823 / 852 659-61 WhatsApp: +263 7 79501315

Email: [info@exodusandcompany.com](mailto:info@exodusandcompany.com) Website: [www.exodusandcompany.com](http://www.exodusandcompany.com)

# EXODUS & COMPANY (PVT) LTD

---

## *the infrastructure company*

- We established an independent Internal Audit Department that is responsible for anti-corruption policies and programmes within the organization and our business operations. The audit department reports directly to the Board of Directors and is also responsible for monitoring the internal control measure and adherence to anti-corruption policies and procedures.
- Accountability and transparency in all our dealings with all stakeholders.
- Declaration of conflict of interest by internal employees and management.
- Continuously supporting the Audit and Compliance functions.
- Appointment of external auditors to conduct regular checks and audits.

The company is planning on establishing a whistle-blower hotline and mechanisms that encourage feedback from our stakeholders about the conduct of the company and its employees.

Measurement of outcomes:

- An annual review of penalised corrupt behaviour compared on a time series basis and industry average.
- Number of anti-corruption trainings in a year.