



Communication on Progress

For the Year: February 2020

TABLE OF CONTENTS

Executive statement of commitment to United Nations G. C.....	1
Executive Summary	2
United Nations Global Compact Human Rights Principles	4
United Nations Global Compact Labour Standards Principles	9
United Nations Global Compact Environment Principles.....	14
United Nations Global Compact Anticorruption Principles.....	15
Corporate Social Responsibility.....	16
Conclusion	17

EXECUTIVE STATEMENT OF COMMITMENT TO UNITED NATIONS GLOBAL COMPACT

The devastating effects of COVID - 19 has affected the company's performance during the year 2020 which has seen a down trend in our business operation. The situation has not spared a single organization in the Country resulting into negative effects to operate business bringing the country to almost a stand still as every effort is being focused on how to curb the virus.

Rab Processors and its business operations were at the centre of the COVID - 19 catastrophe which resulted to a decline in revenue and human capital. However, the Company is strict adhering to all measures to ensure that its human resource is prevented from the virus.

Importation of raw materials had been limited due to border restrictions and transportation barriers which resulted to economic effects to our daily operations giving a leeway to higher prices of commodities in regional markets.

However, we are obliged to UNGC and keen to submit our annual report for the year 2020. The cordial relationship with UNGC is valued by Rab Processors Limited which has assisted the company to broaden its vision in mapping the organisation to greater heights in the world. With such a great bond, the company have been committed to fulfil its promises and deadlines.

The Company is among the few Organizations in the Country that are still committed to the Compact and faithfully remitting its COP. Our Organization appreciates its association with the Compact and it still poses as a role model to the organizations that are members of UNGC and those that wish to join the Compact.

Since our inception with the UNGC, a lot has changed in terms of our operations which are of international standard through interaction with other member Organizations and also adherence to the principles of the Compact. As an organization, we continue to strive in order to overcome the economic hardships of the country due to diversity of our activities which keep on increasing, though there is a decline in our activities during the

year as a result of COVID-19, but we are confident that we shall bounce back once the situation on COVID-19 improve.

In view of the above, we continue to applaud the Global Compact on information sharing which has kept us abreast on Global issues giving us an enabling business environment. It is for this cause that we renew our commitment and continue to adhere to the principles of the Compact as enshrined in the ten principles. The Company has experienced continued sustainable growth through "RAB GROUP OF COMPANIES". This has given rise to more employment opportunities and has assisted to reduce unemployment levels in the country. Due to the pandemic, some organizations have reduced their workforce and others in the pipeline to do so but we have steadily maintained our workforce.

We continue to be an equal opportunity employer but with a keen interest on the affirmative action on the marginalised and vulnerable people. More women are being given chances for employment in all our Sister Companies and Departments throughout the Country and others holding senior positions. This is an adherence to the Government's initiative on the agenda of equal employment opportunity to see to it that more women are given chances for employment and also opportunities to ascend to senior positions. We are also mindful that we do not seem to be discriminatory in our dealings.

In view of the above, we continue to reaffirm our commitment and stand as a member of the UN Global Compact.

Sai Kiran Josyabhatla

8th February 2021

Contact: Sai Kiran Josyabhatla

Email: dch@rabmw.com

Phone: + 265 8 88 821516

Fax: +265 1 844927

EXECUTIVE SUMMARY

The Company for a number of years maintained its position as one of the major forces in the agro-processing industry in Malawi having been in existence for 37 years. We are continuously exploring more lucrative business ventures beside the existing outlets which Rab Processors Limited operates nationwide, a network of over 60 rural outlets called Kulimagold Depots which are engaged in buying agricultural produce from farmers and in turn providing them with farm inputs as well as basic needs. We continue to be a major force in agricultural produce sourced from farmers and this is processed at the company's factory in Blantyre and Lilongwe into fortified and nutritious food products for distribution in Malawi and other countries. The company has its branches in all the three Regions of the country apart from the depot network. Rab Group of Companies comprises the following Companies: A1 Enterprises Limited, Top Foods Limited and Kulimagold Limited. The Company was one of the Organizations that was engaged by the Government in the distribution of Affordable Input Program (AIP) and did the work extremely well. This was made possible due to our visibility in all the three Regions of the Country.

We strive to become the market leader specialising in two key areas i.e., provision of basic needs and trading in basic commodities. In order for us to successfully achieve this goal, Rab will continue to take full advantage of the following strategic attributes it possesses:

1. Thirty - Seven years' experience in the field of agriculture and agro-industries
2. Presence in more than sixty trading centres spread throughout the country
3. Ability to access regional markets (markets in neighbouring countries)
4. Skilled, competent and experienced workforce
5. Open to dialogue with global counterparts to achieve development goals.
6. Good reputation with Government agencies and other reputable Organizations

OUR BUSINESS CHARTER

To maximise and add value to Malawi's agriculture outputs as well as to provide farm inputs and basic product needs to Malawi's smallholder farmers and other customer groups respectively as well as globally whilst maintaining the highest product quality specifications tailored to meet local, regional and international legal, moral and ethical standards at all times.

OUR VISION

To be the principal provider of basic food and nutritional products in Malawi and the Region.

OUR CORE VALUES

We remain committed to serving Malawi's national customer base comprising smallholder farmers and local communities in keeping with our ethos "Partnerships for Life" in which our core values of openness, transparency, fairness, trust and respect prevail at all times.

Rab Group of Companies is accredited to the following organizations:

1. Grow Africa (Agricultural investment forum)
2. Cooperation for fair trade in Africa
3. National Fortification Alliance
4. United National Global Compact
5. Malawi Bureau of Standards

Rab Group of Companies is also affiliated to the following Organizations:

1. New Alliance for Food Security and Nutrition
2. Grain Traders and Processors Association
3. Malawi Business Coalition Against HIV / AIDS (MBCA)
4. Malawi Confederation of Chambers of Commerce and Industry (MCCCI)
5. Agricultural Commodity Exchange for Africa (ACE)
6. Employers Consultative Association of Malawi (ECAM)
7. Business Action Against Corruption (BAAC)

The organization is and has maintained its partnership with the following bodies:

1. United Nations World Food Programme (WFP)
2. Gift of the Givers Foundation
3. Insta - Pro International
4. DSM Nutritional Products South Africa (Pty) Ltd
5. General Mills
6. Mary's Meals

The above organizations have been partners for some time and enjoy good work relationship through business interaction.

The organization is committed and abide by the Ten Principles and over the years there has been a steady progress in our reporting system to the UNGC and also ensuring compliance to the Principles.

GLOBAL COMPACT PRINCIPLE	ACTION TAKEN & IMPACT ACHIEVED AND/OR PLANS FOR THE UPCOMING YEAR
--------------------------	---

Principle 1

Principle 2

Business should support and respect internationally proclaimed human rights.

And make sure they are not complicity in human rights abuse.

We still make a commitment towards the protection of human rights and also to ensure that there are no abuses taking place. We shall endeavour to continue to uphold all internationally proclaimed rights in order to respect the protection of human rights. We believe that all human beings are equal regardless of cultural background or living standards. These are clearly stipulated in our relevant policies governing employment and which addresses the protection of the rights of employees by ensuring that there is no discrimination in regards to race, colour, gender, creed or place of origin. To ensure the respect and dignity of our employees, the organization shall continue to commit itself in the following areas and which are also key to the wellbeing of all our employees:

OCCUPATIONAL SAFETY AND HEALTH

The Organization has of late introduced more strict measures in addition to the existing safety and health measures due to the COVID-19 Pandemic. A high powered committee comprising all levels of staff was recently introduced in order to spearhead on the Occupational Safety and Health matters. The committee among other things, came up with policies on the COVID-19 besides carrying out frequent factory inspections and giving recommendations to Management on any observations for action. This has resulted in the reduction of risks, thereby creating a safe work environment to all employees and visitors. Due to the Corona virus, strict rules have been introduced which are, mandatory washing of hands or sanitization, wearing of face masks and observing social distancing as a way of preventing the pandemic from spreading.

We have observed a reduction in factory accidents which is as a result of frequent trainings to the committee and sensitization to factory workers by the committee. The committee introduced danger signs in the Factories in order to alert workers. The safety of our employees is at the heart of our Organization and to effectively carry out on this, the Company sends members of the Occupational Safety and Health Committee for trainings to at least twice in a year. Similar trainings were conducted in 2020, as a follow up and continuation on the previous trainings. The next workshop is scheduled to take place in 2021 once the situation on COVID-19 pandemic has improved and to cover the following follow- up topics:

- I. Health and Safety Policy based on Occupational safety and Health and Welfare and Compensation Act
- II. Hierarchy of controls in the work place
- III. Reporting hazards, accidents and injuries
- IV. Compensation and Rehabilitation
- V. Safe work practices (general and food safety)
- VI. Wellness initiatives and health promoting lifestyles at work
- VII. Control of COVID-19 Pandemic

The above training is being conducted by Work Safe Africa in collaboration with the Ministry of Labour. Besides being trainers, they

also conduct medical check up to our food handlers and give advice on all related health issues.

We do have an effective Occupational, Health & Safety Policy and which addresses the following areas in line with the Act:

1. Maintain an effective program in liaison with the Management to ensure that all workplace hazards are systematically identified and appropriate measures taken to control the hazards.
2. Review and monitor the hazard management program to take account of changing conditions and circumstances within the workplace and ensure appropriate records are kept.
3. Ensuring that all employees have opportunity to participate in the development of health and safety practices and that all relevant documentation relating to health and safety issues are made available
4. Ensure that all employees and contractors are trained, supervised and provided with information to undertake their duties safely.
5. Ensuring that all personal protective equipment needed to ensure health and safety is provided to employees and that they are adequately trained in its proper use, maintenance and storage.
6. Encourage all staff to set a high standard of health and safety management by personal example.

The Company ensures that all newly recruited Factory employees are trained before being engaged to their assigned duties. There are danger signs or warnings inside the factories for protection or to give guidance to new employees.

In order to underscore the importance of Occupational Health and Safety to our employees and the general public, various training programs shall continue to be carried out to the committee members with a view of sensitizing their fellow employees so as to minimise occupational diseases and accidents.

PROVISION OF MEDICAL FACILITY

The provision of medical facility to our staff is an ongoing exercise in order to support the wellbeing of our staff. This has assisted us to reduce on high rate of absence and improved productivity. The wellbeing of employees is key to us if we are to perform as an organization and meet our targets. It is for this reason that we do encourage our staff to also go for voluntary free COVID-19 test as one way of containing the spread of the virus. We are still facing challenges as a third world country where access to better medical services is a major problem to many and as such lives which could have been saved have been lost. The Company, through this scheme, has served the lives of many of our workers. To this effect, the company has continued to provide sustainable medical scheme on a monthly premiums to ensure that its employees have access to better health services both from Government and Private Hospitals. We sent 500 Food handlers in August, September and October 2020 for medical check- up. Sending of employees for medical check-up is an ongoing process in order to ensure compliance to the Malawi Bureau of Standards requirement that all food handlers are to undergo medical check-up and non-compliance leads to closure of the Organization.

The above scheme has assisted the Company in the following areas:

- a) Good health to all staff and prolonged life span
- b) Able to access better medication
- c) Free access to medical services
- d) Improved employee attendance
- e) Improved productivity
- f) Certification by Malawi Bureau of Standards
- g) Motivation to staff resulting in low staff turnover
- h) Attract job seekers wanting to work for the organization due to better health facilities
- i) COVID-19 prevention

HIV / AIDS POLICY

The coming in of COVID-19 has distracted so many organizations to an extent of side-lining the devastating effects of HIV & AIDS. HIV / AIDS is still a challenge more especially in the third world countries where more lives are lost due to inaccessible medical facilities. Our membership with Malawi Business Coalition against HIV & AIDS (MBCA) is a relief to our Organization and one of the benefits is the access to Anti-Retroviral drugs (ARV) from any hospital at a subsidized cost. Training programs conducted by MBCA are still going on which aims at improving the private sector capacity in the implementation of HIV and AIDS workplace programs. Several trainings have been conducted to the Peer Educators who in turn hold meetings with our employees on a regular basis on issues to do with sustenance, awareness on positive living, voluntary disclosure of one's status and counselling. The committee works in collaboration with the Human Resources Department. It is also encouraging to note that most of our employees who are HIV positive are still enjoying good health through the monthly supply of SIBUSISO, a high energy food supplement and on the other hand, due to the advice given by the committee on positive living. We continue to receive new members of staff who freely disclose their status so as to access the monthly supply of SIBUSISO. The product is still on high demand by other Organizations and the Government and supplied at a subsidised cost in order to benefit more people besides our employees. It is also being exported to neighbouring countries because of its richness in nutritional value giving hope to the hopeless for longer life. The supply is also extended to immediate families and the distribution of the food supplement is carried out by the committee on a monthly basis to ensure that all those who are living with HIV & AIDS are taken care of and that there is no stigmatization. Our HIV / AIDS Policy stipulates that :

1. There shall be no discrimination based on HIV & AIDS
2. The Company will not carry out pre-employment screening for HIV / AIDS as a prerequisite for employment.
3. There shall be no segregation in accessing employee benefits as offered by Rab Group of Companies.
4. No employee will be terminated of his / her services based on HIV status
5. Employees deemed to be unfit in the positions they are working because of their HIV status will be offered alternative work
6. To breed a culture of openness through training to build capacity to all staff to deal with fear, stigma and rejection.

7. If anyone is found to be discriminating a fellow staff who is HIV positive, disciplinary action shall be instituted and if found guilty, necessary penalties shall apply and in accordance with our terms and conditions of employment.
8. Where an employee chooses to disclose his / her HIV status, such information shall not be disclosed without the employees expressed written consent.
9. Redundancies, retrenchments and dismissals will not be based on HIV status as disclosed by the employee to the employer alone.

These are our standard procedures and shall be maintained but subject to change if need be for the benefit of our employees.

STAFF WELFARE

Despite economic hardships that most organizations experience, the organization has maintained all the benefits being accorded to its employees. One important aspect that the organization has done is to take a keen interest towards promoting education by giving cash grants to staff whose children have passed the Malawi School Certificate of Education, in order to help and reduce the illiteracy level in Malawi. This is one of the major problems that the country is experiencing at the moment. This grant has boosted the morale of most of our staff and their children such that more children are now going to school and this can be deduced by the increase in the number of parents accessing the grants each year. This is a clear indication that the grant is continuously yielding fruits as evidenced by the increase in the numbers. The scheme is aimed at encouraging staff to send their children to school and also to encourage them to work hard towards the attainment of their future goals. The initiative has assisted to reduce the illiteracy rate, discourages child labour and at the same time fulfils to achieve the right for children to go to school.

There are also other benefits in place aimed at motivating and improving the welfare of our members of staff such as recognition to staff for their long service.

The Company continue to recognise its employees during the “End of year Functions” and during the year 2020 the staff that served the company for ten, fifteen, twenty, twenty-five and thirty years were recognised accordingly. A total of 104 employees were rewarded during the year.

The Twenty-five years special reward was introduced with an aim of motivating staff to stay longer in employment, improve their welfare, reduce employee turnover and improve employee productivity. So far 21 members of staff have already received this reward and which has enabled them to invest in profitable economic activities.

Staff are also privileged to a monthly staff purchase of our products at a 10% discount.



		<p>Some employees receiving long serving awards as displayed above starting from 30 years and 25 years in the first two images respectively; 20 years, 15 years and 10 years in the third image.</p> <p>Rab Group of Companies believes that the welfare of its employees should be one of the priority areas to be looked into more favourably</p> <p>However, our welfare activities are under review to ensure they are at a sustainable level considering the constraints and revenue losses brought about by the Covid-19 Pandemic.</p> <p>In view of the above, the following are the outcome:</p>
T	OUTCOME.	<ol style="list-style-type: none"> 1 Provision of safe work environment to staff and improved medical facilities to all staff 2 Staff retention and job security due to favourable working conditions 3 Improved staff economic activities 4 Reduced rate of staff turnover 5 Better Education to members of the families due to education grant and the realisation of their future goals 6 Reduction of illiteracy level 7 Reduces child labour as most children will be going to school 8 Provision of nutritional foods to staff living with HIV & AIDS 9 Ensuring equality and fairness at work place 10 Assurance of protection on human abuse 11 High productivity level due to numerous motivational factors accorded to staff. 12 Expansion and employment opportunities 13 Assurance of proper accommodation 14 Better living standards
	Principle 3 Principle 4 Principle 5 Principle 6	<p><u>Business should uphold the Freedom of Association and the effective recognition of the right to Collective Bargaining.</u></p> <p><u>The Elimination of all forms of forced and Compulsory Labour and the Effective abolition of Child Labour.</u></p> <p><u>The Elimination of Discrimination in respect of Employment and Occupation</u></p> <p>We still maintain our commitment and continue to uphold labour standards and to respect the rights of our employees by ensuring that the company observes freedom of association, collective bargaining, elimination of all forms of forced and compulsory labour and discrimination. We do take a firm stand on these issues which are of utmost important to employees in exercising of their rights. As an organization, we are obliged to abide by these principles and which qualifies as to be members of the Employers Organization namely Employers Association of Malawi (ECAM) an affiliate to ILO.</p> <p>The Company supports the abolishment of child labour as substantiated by the introduction of education grant as alluded to above. Apart from the education grant to staff whose children have passed the Malawi</p>

School Certificate of Education, we also introduced a competition in which pupils from different schools compete in what we call “Spelling Bee Competition” and the winners are rewarded accordingly.

However, the competition has been temporarily suspended due to the fact that schools have closed because of the pandemic. This initiative which has the full support of the Government, has attracted more children to go to school and encourage those in school to work extra hard. This initiative helps children to be in school and avoid the house chores and any other abuses that children face in their day to day life. On the other hand, the competition is promoting reading culture in our children, helping them to spend more time with books and abstain from immoral behaviours that children do succumb to. This initiative started in 2012, attracting more Primary schools to enter the competition.



Spelling Bee Competition in progress.



Some of the winners of the Spelling Bee Competition displaying their awards

The school feeding program which has been in operation for years with Marys Meals continue to make progress as more schools are being added each year giving rise to more children going to school. The number of children dropping out of school has reduced because of the provision of morning porridge they receive to help them concentrate on the lessons when in class. The program, on the other hand, has managed to rescue children from looking for jobs in order to have money to buy food. The program is still receiving necessary support from the Government for continuity to enable children remain in school due to the availability of food. The porridge being served has nutritional values in it and apart from serving as breakfast it also meets nutritional requirements. The porridge is supplied to Marys Meals at a discounted price and distributed to all schools throughout the Country. This is part of the corporate social responsibility.



Some of the pupils queuing for porridge



A woman distributing porridge to the pupils



A delivery van for Likuni Phala (porridge) to schools.

We still maintain our stand to eradicate child labour by enforcing restrictive conditions that prohibits the employment of children under the age of eighteen. Strict verification on proof of age is carried out by producing evidence that supports the age of any job seeker where there are doubts on the age. The process on recruitment is based on merit to ensure that it accommodates all and without any discrimination. Issues of diversity have been included in our terms and conditions of services to cater for people of different culture and backgrounds. Our terms and conditions of employment prohibit employment of staff based on race, colour, political affiliation, creed, sex, regionalism, disability or any other

criterion.

In observance of the rights of the employees, the Company has for some time now given freedom to our staff to join and associate with any Trade Union or workers Organizations of their choice. This is done to ensure that their rights are exercised. We have at the moment staff who have maintained their membership with the Trade Union called Hotel, Food Processing and Catering Workers Union. Besides the Trade Union, we have also a forum of middle management called "Team Sapitwa" which was introduced a few years ago to represent employees who are not members of any workers organization and which among other things, handles collective bargaining on their behalf. The voice of this committee has brought significant changes to the welfare of the employees. At the end of each year, Team Sapitwa appoints a representative to speak to management on matters of interest, addressing their concerns and most of such issues have received a positive response from management. On the other hand, the Union also plays its part in carrying out trainings to shop stewards in order for them to understand the operations of the Trade Unions and to acquire negotiating skills for proper bargaining process.

The question of woman empowerment as it has always been propagated is still in the Company's interest and being given more attention. More opportunities for employment to women is given due consideration in response to the Government Policy to empower women and also being considered for more senior positions. The Government is propagating the agenda of 50-50 campaign to ensure that an affirmative action to the disadvantaged groups is being addressed in order to give rise to equal employment opportunities. For years now, we have seen the gap narrowing while at the same time not being overzealous and lose focus on recruitment based on merit. On a positive note, more women are still being promoted to senior positions.

We give equal opportunities regards to Company's trainings. The Company believes in skills development and do have an effective training program for its staff. During the year we managed to train 126 employees. The following topics were covered during the trainings:

- a) Superior Customer Service
- b) ISO 22000 on Quality Management System
- c) International Labour Standards and Corporate Social Responsibility (Labour dimension of human rights due diligence)

The trainings were being conducted by Outsourced Consultants, Technical Entrepreneurial Vocational & Training Authority and our own Trainers. These trainings are aimed at reducing the skills gap, assist employees without any formal training and to adhere to the current standards. The skills that have been acquired are beneficial to both the Company and the individuals besides being a motivational tool to employees.

Due to COVID-19 restrictions, most of the courses were suspended and to be carried forward to 2021, depending on the situation.

As a result of the above, below are the outcomes:

<p>OUTCOME.</p>	<ol style="list-style-type: none"> 1 Employees are assured of their rights 2 Equal employment opportunities 3 Employees participates in decision making 4 To discourage employment of underage. 5 The school feeding program assist parents to send their children to school 6 The porridge which is nutritional in value will improve the health status of the children 7 The school feeding program help parents who cannot afford breakfast for their children. 8 Discouragement of child abuse 9 Training enables staff to sharpen their skills and perform better in their roles. 10 Training increases productivity and also brings in new ideas. 11 Training benefit staff without formal training 12 Promotion to staff after mentoring 13 Empowerment to women 14 Confidence and motivation to staff 15 Staff retention and development 16 Sense of belonging
<p>Principle 7 Principle 8 Principle 9</p>	<p><u>Business should support a precautionary approach to Environmental Challenges:</u></p> <p><u>Under take initiatives to promote greater Environmental Responsibility</u></p> <p><u>Encourage the Development and diffusion of Environmentally Friendly Technologies.</u></p> <p>Environmental degradation and environmental preservation has been a major challenge in Malawi leaving most of the land bare due to cutting down of trees by charcoal burners. Efforts by the Government to come up with an alternative to divert charcoal burners from cutting down of trees and look at other lucrative means of their survival has proved futile. Millions of trees are being planted each year and the same number of trees are being cut down by charcoal burners who earn their living by selling charcoal. The Company is still committed and will continue to support the preservation of the environment by taking precautionary measures that ensures sustainability. The Government of Malawi has put heavy penalties on the perpetrators and has increased the number of Forest Rangers in order to protect the forests. Alternatives to charcoal burners for diversification leaves much to be desired as most charcoal burners find this business the most lucrative and has ready market.</p> <p>As an Organization we have continuously propagated the necessary information to our staff on the preservation of the environment and that they should avoid buying charcoal but use electricity which is affordable and more convenient. Employees are advised to keep on planting trees in their maize gardens and within their premises in their respective areas.</p> <p>The Company also ensures that proper methods of discharging industrial wastes and emissions are adhered to at all times as we are in the food</p>

		<p>manufacturing industry where hygiene cannot be compromised. Inspections by necessary authorities are conducted on regular basis to ascertain that industrial waste does not pollute the streams which eventually communities draw water from.</p> <p>Controls are in place on the discharge of emission released from the factory. As we are surrounded by the community, we are also mindful of the health of the people and as such, we ensure that there is significant reduction of emissions of carbon being released from the factory.</p> <p>The process of segregation of paper, plastics and organic from the generated waste is also in process. The paper is sold to paper recycling plant agents while the organic waste is disposed off through the City Assembly and the system has significantly reduced the environmental impact. This is an ongoing process.</p>
<input type="checkbox"/>	<p>OUTCOME</p>	<ol style="list-style-type: none"> 1 Trees will prevent soil erosion and also save as a wind breaker 2 Environmental preservation 3 Reduced heat emissions in the air 4 Reduction of carbon foot print 5 Ensuring the hygiene of the community around us
<input type="checkbox"/>	<p>Principle 10</p>	<p><u>Business should work against all forms of corruption, including extortion and bribery</u></p> <p>Our Country is rated highly on corruption cases but stringent measures by the new Government of Malawi has seen an improvement on corruption. The new Government has put much emphasis which will reduce or eradicate all forms of corruption, extortion and bribery. The country has for a long time remained undeveloped due to workers who are dishonest, lazy, and this had a devastating effect on our Country which has all the resources and the potential to develop. The Government has also open up to the public to report any corruption practices. The Human Rights Defenders Coalition has been in the forefront giving out names and some people are already behind bars.</p> <p>However, as a Company, we also have our own ways to ensure that we maintain our stand on zero tolerance on all forms of corruption. We continue to disseminate information to our staff and our customers through our News Letter “Luso Lathu” and tip offs, and these methods have assisted to reduce all forms of malpractices. We are among the few Organizations that have taken a solid stand on all forms of corruption and bribery.</p> <p>We continue to receive confidential information through the toll free number. Our Newsletter gives more details on how such information can be conveyed to the relevant authorities. We are proud to say that most of our members are aware of the facility and the posters put in strategic places. The system has created more communication channels for reporting even on other pertinent issues regarding the Company. We have a reward system in place to those who come up with valid information and which is also treated with the confidence it deserves. All</p>

		<p>our customers are equally advised not to entice our members of staff for favours or face the ban from dealing with the company.</p> <p>All new members of staff are advised to desist from any form of corruption. This is done during the time when we conduct induction training to new members of staff and one of the issues addressed is on corrupt practices and the systems in place for reporting such malpractices to ensure that they should also avoid being part and parcel of such malpractices.</p> <p>We are committed and shall continue to ensure that all our staff, customer's suppliers and the general public are made aware of our stand in fighting corrupt practices. Our Organization does not allow staff members to receive any suspicious gifts and money and are to report to Management immediately.</p> <p>We have an open-door policy and staff with valid information can freely pass on the information to the Directors or any Senior member of staff without any hindrance.</p>
	OUTCOME	<ol style="list-style-type: none"> 1 Prevention of any form of corrupt practices and bribery 2 Better services to our customers without asking any bribe 3 Rewards will make more staff to report on any malpractice 4 To win the trust of our customers and the general public. 5 Improved public image 6 Staff freely interact with Directors because of the open door policy 7 Compliance to the Government Policy on eradication of corrupt practices
		<p>CORPORATE SOCIAL RESPONSIBILITY</p> <p>The Company realises the importance of supporting the community in which it operates by giving back to the community through its corporate social responsibility activities. One way of achieving this is to assist the needy within the community. We are pleased to report that the sponsorship of students has gone in its fifth phase and some students have now graduated to give way to other students. So far five students have come on this sponsorship as a result of the five who have graduated. We have now turn this into a sustainable program so that many more students should benefit from it and at the same time assist in reducing the number of students whose parents cannot afford tuition fees for their children. We are still sponsoring needy students in the fields of Medicine, Nursing and Teaching. The sponsorship was introduced in the month of February 2016 and so far ten students have been maintained and assisted with tuition fees from its inception. These students are coming from the following colleges: Malawi College of Medicine (five students), Kamuzu College of Nursing (three students) and Domasi College of Education (two students). This sponsorship shall be an ongoing and each year there shall be new students coming on the sponsorship when others are exiting so as to maintain the number of students sponsored each year. The</p>

students are also privileged to carry out any research or attachment with the company where need arises.

This sponsorship will assist the beneficiaries to become more responsible and serve in their own country rather than looking for greener pastures in other countries. We still have an acute shortage for Doctors, Nurses and Teachers in the country. It is the wish of the Government to have more people trained in these fields which are in short supply in the country. The company is targeting the bright students and from vulnerable families that are unable to meet the tuition fees.

The Organization introduced sponsorship of a football league called "Thumps Up Southern Region Football League" with an aim of improving sporting activities in the country.



The CEO of Rab Processors Limited, Mr. Ahmed Sunka, signing an agreement with officials from Football Association of Malawi.

OUTCOME.

1. Fulfilment of corporate social responsibility by the Company
2. The Government will be able to train more students in the mentioned fields
3. The needy students will fulfil their dreams
4. Giving hope to the community
5. Adding beauty to the city of Blantyre
6. Improvement on hygienic standards
7. Encourage students to better spell the words and improve on communication skills.
8. Promotion of Education
9. Promotion of reading habits
10. Promotion of football in the Country
11. Football help players for a living
12. Entertainment

CONCLUSION

In our executive summary we talked about the devastating effects of COVID-19 and how it has affected most of the Organizations in Malawi, including our Organization. The focus is now on how to combat this virus for the survival of the Organizations. More resources is being directed towards the combat of this virus to ensure the safety of the staff and the survival of the Organizations. We are at the moment putting in every

effort for the survival of the Company as well as the human resource.

Despite the forgoing, we continue to reaffirm our commitment to UN Global Compact and abide by its Ten Principles. We have maintained consistence on our COP reports for years and will continue to do so. This signifies one thing which is total commitment to the UN Global Compact. We continue to be a role model and share our experiences on the benefits of being a member of UNGC to new organizations that wish to know more or join the UNGC.

In view of the above, we shall remain committed and continue to strive for excellence until key result areas of the Ten Principles are achieved.

END