

# NATURAL ECO CAPITAL

## The Green Place

17, Akingbola Street, Oregun, Alausa, Lagos, Nigeria

Tel: +2348023118449, 08030610235

Email: [info@ecopital.com](mailto:info@ecopital.com)

Website: [www.ecopital.com](http://www.ecopital.com)

## Communication of Progress (CoP)

# FEBRUARY 2021

A  
Member  
of



NATURAL  
CAPITAL  
COALITION



CIRCULAR ECONOMY  
CLUB



**natural eco**---driving for more sustainable resilient economy!

RC 1324911

# STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER

A  
Member  
of



NATURAL  
CAPITAL  
COALITION



CIRCULAR ECONOMY  
CLUB



RC 1324911

**natural eco**---driving for more sustainable resilient economy!



natural eco capital

## NATURAL ECO CAPITAL LIMITED

The Green Place, 17, Akingbola Street, Oregun, Alausa, Lagos, Nigeria

Tel: +2348023118449, 08030610235

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

February 2, 2021.

To our Stakeholders:

### STATEMENT OF CONTINUED SUPPORT

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

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Yours Faithfully,



**EUGENE ITUA, PhD**  
CEO, Natural Eco Capital

A  
Member  
of



natural eco---driving for more sustainable resilient economy!



NATURAL  
CAPITAL  
COALITION



CIRCULAR ECONOMY  
CLUB



RC 1324911

A  
Member  
of



natural eco---driving for more sustainable resilient economy!



NATURAL  
CAPITAL  
COALITION



CIRCULAR ECONOMY  
CLUB



RC 1324911

## DESCRIPTION OF ACTION

A  
Member  
of



NATURAL  
CAPITAL  
COALITION



CIRCULAR ECONOMY  
CLUB



**natural eco**---driving for more sustainable resilient economy!

RC 1324911

## About us





natural eco capital limited

# ABOUT US

**NATURAL ECO CAPITAL LIMITED** (Natural Eco Capital) is a Sustainability firm with a unique cutting edge to support organisations (public and private) drive for more sustainable resilient business and economy.

Natural Eco Capital, a member of the Natural Capital Coalition, works with government, financial institutions and investors on emerging sustainability issues as they relate to natural capital, climate change and low carbon economy, sustainable/green finance and circular economy. Specifically, Natural Eco provides the pedestal for organisations to manage their financial, social and environmental risks, obligations and opportunities for profits, people and planet.

The company has a mission to promote circular economy concept through recycling in Nigeria. The unique feature of Natural Eco recycling project is the exclusive focus on delivering tailored solutions to States such as creating employment opportunities for vulnerable women, youth and illegal migrant returnees.

Natural Eco capital is duly registered with the Nigeria Corporate Affairs Commission (RC 1324911) and began business operations as sustainability driven solutions providing company in March, 2016. Natural Eco Capital is also certified by relevant organizations in Nigeria for sustainability practices.

For effectiveness and impact in relevant fields of human endeavour, Natural Eco Capital is in Strategic Alliance with world reputable institutions such as United Nations University Institute for Natural Resources in Africa and Laurea University of Applied Science in Finland.

Very recently Natural Eco Capital co-organized a Webinar with the UNDP NDC Support Programme, Carbon Partners Asiatica and Climate Mundial on Green Bonds as Financial Instruments for Nationally Determined Contributions (NDC) Implementation.

Natural Eco Capital, in support of Finnish Companies to reach out to new markets, worked in 2016 with a group of representing the Federation of Universities of Applied Sciences (FUAS), a consortium of some Finland Universities (LAUREA UAS, LAHTI UAS, HAME UAS) on the CIRCLE Project (Creating an Ecosystem for Innovating Circular Economy Solutions for Nigerian markets through Co-creation) ecosystem development.

Natural Eco Capital Core Values include:

- Professionalism and ethics
- Value addition to clients' needs
- Collective responsibility and leadership Motivation



**natural eco---driving for more sustainable resilient economy!**

RC 1324911

A  
Member  
of





Toward the transition to green growth in Africa, Natural Eco Capital supported African Development Bank (AfDB) in designing and development of climate change screening and assessment tools for green investment, which aims at scaling climate action through technology and innovation by the SMEs in the continent.



## OUR VISION



Be the leading firm in the drive for the integration of sustainability principles and practices into business decisions, strategies and policies.

## OUR MISSION



Provide the platform for our esteemed clientele to harness opportunities from sustainable business practices and green growth

## OUR SERVICES



At Natural Eco Capital, we provide expert services and advice in the following areas:

- Natural Capital Valuation and Accounting
- Natural Capital Business Opportunities
- Green Finance and Investment
- Sustainability Plans
- Resources Efficiency and Circular Economy
- Loss and Damage Assessment
- Renewable Energy and Efficiency
- Climate Change and Green House Gas Emissions
- Environmental Assessment, Planning and Management
- Training, Capacity Building and Knowledge Management

**natural eco---driving for more sustainable resilient economy!**

A  
Member  
of



NATURAL  
CAPITAL  
COALITION



CIRCULAR ECONOMY  
CLUB



RC 1324911

## Our Team

Natural Eco Capital prides herself of very competent professionals with extensive and diverse experiences, working at the forefront of environmental sustainability. This places her on a pedestal that enables her to take up highly technical and professional jobs/projects, completing them within schedule. We seamlessly align our structure and capabilities to our strategy thereby providing solutions to our clientele and the community where we operate.

## Clientele Motivated Approach

We have built a strong response to understand our clientele needs. This is a strong performance driving force in our operations to ensure satisfaction for service given and sustainable environment for all-inclusive growth.

## Scope of this CoP

This COP report covers our internal operating procedures as they relate to our clientele, staff, contractors and the community where we operate in consonance with the four main sections of the UN Global Compact (Human rights, Labour, Environment and Anti-corruption) Principles.

*\*This Covers our Financial Period for 2020*

## Introduction

The COVID-19 pandemic has affected businesses and also introduce a new world for operation. Due to this, some of the activities in the organization are pretentious.

The company uses virtual engagement in the workplace and promotes awareness to sensitize the public on green recovery from the pandemic.

### A. Human Right

We remain committed to run an all-inclusive business environment where personnel are given the privilege and opportunity to thrive and be productive. Employees are driven to “own” their job responsibilities. This strategy has given each employee equal opportunity to excel at work.

Our employee training policy applies to all employees, regardless of contractual status, that is including employees on permanent and fixed-term contracts and students working their in-service (intern) period., As part of our commitment, we;

- Ensure workers are provided safe, suitable and sanitary work facilities
- Protect workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats
- Take measures to eliminate ingredients, designs, defects or side-effects that could harm or threaten human life and health during manufacturing, usage or disposal of products
- As the pandemic has introduced the new work-life, necessary preventions are given such as hand and surface sanitisers at the workplace and provision of Nose Mask to all Workers
- As part of our job, our employees have the right to their privacy in the workplace.
- Prohibition of discrimination as we work with diverse individuals from different background and religion, our employees have the right to freedom in the workplace

***In capacity development of our workers in the changing work world, a brief description of our processes are shown below;***

- Optimizing individual and collective performance and supporting growth by incorporating diversity of professional expertise and international dimension of the business.
- Ensuring the convergence of needs and skills between the various sectors of the company and employees' aptitudes.
- Preparing employees' development in their current and future assignments and thereby encouraging their mobility.
- Encouraging knowledge sharing within Natural eco capital through the capitalizaion and dissemination of knowledge and expertise, and sharing of procedures.

**natural eco---driving for more sustainable resilient economy!**

A  
Member  
of



NATURAL  
CAPITAL  
COALITION



CIRCULAR ECONOMY  
CLUB



RC 1324911



## B. Labour

We have developed a functional policy for our operations, with both national and global inclination, for optimal support of our workforce. We adhere strictly with available laws and regulations against forced labour and zero tolerance for gender, race, colour, political or religious discriminations.

For health-related concerns, we also run zero-tolerance discrimination for HIV and COVID-19 status concerning employment and promotion at work. The following are highlights of some of our engagement.

- Ensure that the company does not participate in any form of forced or bonded labour
- The pandemic has caused recession due to low business revenue but the company ensure that they comply with minimum wage standards and not reduce the workers' wages
- Ensure that employment-related decisions are based on relevant and objective criteria

Our recruitment process is structured and has a documented policy which strives to maintain diversity through gender, skills, race, values, attributes, and characteristics while offering equal opportunity to all potential candidates. This is also evident in our system as we do not recruit minors (under 18 years) - which is a violation of children rights - into our workforce. Our compensation policy ensures employees are entitled to additional benefits to their salary. Applicable allowances, relating to duties executed within the State and beyond are remunerated with outstation allowances/estacode as the case may be.

Our stride towards ensuring a holistic training and development opportunity among employees reflects in our process of providing equal opportunity for employee's continuous growth both professionally and academically. This has helped to provide the system with an effective and efficient workforce, which relationally has created mutual benefits between the employer and the employees.

## C. Environment

As an environmental sustainability consulting company, the environment is at the core of all of our activities. We believe that the 3 core pillars of sustainability (People, Profit, Plant) cannot be fully achieved if the environment is not put into consideration.

We are committed to ensuring that good health, safety and environmental performance is achieved, this being an integral part of efficient and effective services through pursuing the goal of no harm to people and the environment. Natural Eco Capital is committed to continuous update of her activities to ensure minimal or no waste generation vis-à-vis the prevention of environmental pollution. We are equally committed to the review at intervals, her health, safety and environmental policy to reflect the reality of the current situations.

We are guided by basic principles in our operation. This Include:

- Making Health, Safety and Environmental considerations of top priority in her planning and activities.
- Operating her business in compliance with relevant environmental standards and legislation in Nigeria and elsewhere as well as reviewing at predetermined intervals, her Health, Safety and Environmental policy to show the true picture of prevailing legislation and conditions.
- Ensuring the protection of the environment within her operation base.
- Making sure that any negative impact of her activities on all stakeholders, community, and the environment are minimized.
- Contributing to Sustainable Development through efficient utilization and conservation of resources, waste minimization strategies, adoption of pollution prevention programmes and energy management systems.
- Ensure the regular training of employees that will sustain the acquisition of adequate competencies in terms of getting requisite HSE information to be able to act responsibly when the need arises.
- Avoid environmental damage via regular maintenance of production processes and environmental protection system (air pollution control, waste, water treatment systems, etc.)
- Ensure integration of emergency preparedness and contingency plan to address accidents affecting the environment and human health
- Minimize the use and ensure safe handling and storage of chemical and other dangerous substance

## Anti-Corruption

We are committed to working against any form of corruption, within or outside the office.

### A brief description of our processes

We have sustained the practice of subjecting all expenses accrued to projects are scrutinized by the Accounts Department. Employees MUST retire all expenses in line with cash provided for projects. All expenses are receipted to ensure accountability of funds released. Contractors are recruited based on professionalism and hands-on-experience for each specific project.

Department heads confirm all budgets for projects and approve such as prepared by the employee executing the project. The CEO gives final approval for disbursement of the fund after checks by the Accounts Department. On completion of the project, the employee responsible for the execution of project retires all expenses made with an adequate receipt for expenses

# MEASUREMENT OF OUTCOMES

The following are our measures to carry out all of our commitment

### **Human right**

- Provide health care grants to employees
- Improve equal right for roles and responsibilities among the workforce
- Continuous support and respect by the business to the protection of the internationally proclaimed human right
- Improve on the workplace protection of persons in avoiding sexual Harassment at work in any form

### **Labour**

In a bid to encourage and reward our long-serving employees, THE LONG SERVICE AWARD will be planned at the end of the year, to reward our employees who have distinguished themselves in meritorious service in years and accomplishments. Also, to ensure work balance life compulsory enforcement of leave shall be introduced.

### **Environment**

- Continue to ensure that all activities are conducted under the company's HSE policy, clients' HSE policy/instructions and other relevant rules and regulations.
- Ensure that the use of paper is minimized in the company and promote reuse of disposable items
- Maintain the prevention of injuries through the identification and elimination of injury causes and unsafe acts and conditions within the work environment.
- Maintain zero Lost Time Injuries at work

### **Target**

We remain committed to improving transparency with regards to the selection of consultants for projects, expression of interest for projects and extensive training for our account's officers in financial management and integration of best financial Code of Conduct into business operations.

**Company Name:** Natural Eco Capital Limited

**Date:** February 2021

**Address:** The Green Place, 17, Akingbola Street, Oregun Ikeja Lagos.

**Membership Date:** February 2019

**Country:** Nigeria

**Number of Employee:** 15

**Contact Name:** Rantiola Akinola

**Contact Position:** Sustainability Officer

**Contact Person Number:** 08183869940

**Sector:** Consultancy (Environmental sustainability)