

2020 United Nations Global Compact Communication on Progress

Participant: Ends International Company Limited

Published: 24th February 2021.

Statement of continued support by the CEO from Ends International Company Limited.

We, Ends International Company Limited, are honoured to reassure our support for the ten principles of the UN Global Compact in the areas of Human Rights, Labor, Environment and Anticorruption.

In this annual Communication on Progress, we give a detailed account of our actions to incorporate the Global Compact and its principles into our business strategy, culture and daily operations.

We are also committed to share this information with our stakeholders using our primary channel of communication.

Yours Sincerely,

Sharon Thuku

CEO

Ends International Company Limited

Dated: 24th February 2021

1. HUMAN RIGHTS

Assessment policy and goals

Ends International Company has the motive to continue informing and encouraging the different stakeholders we engage with during business on the relevance of human rights. Our company has a policy that supports the protection of human rights.

Implementation

Human rights are simply the basic rights that apply irregardless of where a person is from. These rights include: right to food, clothing, shelter, healthcare, education and security. In order to ensure that our employees sensitize and are fully aware of these human rights, an internal system has been kept in check to educate them. Our commitment to this sets the pace for us by prioritizing this agenda.

The company was a stakeholder in a program whose primary objective is food security. Household pans were done in rural areas in Kenya to enable micro farmers to farm. By doing so, these farmers are able to sell their crops and earn income, consequently affording to provide their families with basic needs such as education to their children.

The greatest challenge our company faces relating to human rights is the unintended payment delays to our casual laborers, more so in projects that require intensive labor. This is caused by delayed payment of completed or ongoing projects. Additionally, when the bank impedes in granting us the project financing approval, it consequently affects our financial plan.

At the dawn of any project handed to us, we identify ourselves to the local leaders and security officers to make certain to all our employees that their safety is guaranteed in case of an incident occurring out of a disagreement. This brings forth the best way to handle disputes when the need arises.

There is absolutely zero tolerance policy against gender and age discrimination and sexual harassment. Being in a male dominated industry and a patriarchal society for that matter, such violation of human rights is sensitive to us. We strive to make sure that all our employees come to terms with understanding their individual aspiration besides earning a living.

Measurement of Outcomes

An open communication channel is present in senior management, middle and low-level management whereby our employees, customers and partners are given an opportunity to give feedback and air out their grievances especially if their rights have been violated.

Discipline is an important value to have. We have ensured that it is not overlooked most especially during recruiting of new employees. However, we also believe that employees can be trained through mentorship on how to conduct themselves.

2. LABOR

Assessment, policy and goals

In addition to following the labor laws and guidelines of the government of Kenya, Ends International Company Limited is in support of the UN Global Compact Principles on labor standards.

Implementation

Freedom from forced labor is a very vital human right that cannot be disregarded. A system, which does not demand or execute forced labor nor permit its exaction, has been put in place. Child labor is not tolerated in our company. Furthermore, our employees are not paid below the minimum wage standard that has been set. Since we recognize that our system cannot fully function without our employees, we ensure that they do not undergo any kind of discrimination, be it age, gender, religion or individual related.

We are also aware that some factors such as traffic may affect the work input of our employees. Therefore, three working shifts have been enhanced; that is, 7am-8am, 8am-5pm and 9am-6pm. These shifts have been made convenient to our employees.

Medical covers are availed to employees. Depending on the welfare of the business, employees are granted yearly bonuses.

Measurement of outcome

All of our employees, partners and customers are given an opportunity to give feedback more so if

they notice any wrong deed done. In case of any frequent replacement of employees and their absenteeism, the issues that could have caused it are looked into and addressed.

3. ENVIRONMENT

Assessment policy and goals

Ends International Company Limited supports the UNGC Principle on the environment.

Implementation

As a construction company, the disturbance of the natural state of the surrounding is inevitable during the construction of a road, pipeline or dam. Therefore, the employees are guided through and advised on the importance of conserving the environment. Hence, proper disposal of waste material is observed.

We are focused in minimizing waste material and other harmful products mostly with regards to construction that may end up tampering with nature.

Measurement of Outcomes

We take photos that evidently show how the site was found and the result after construction has taken place.

4. ANTI-CORRUPTION

Assessment policy and goals

Ends International Company Limited supports the UNGC Principle on Anticorruption.

Our company strives to eradicate corruption in any of its forms, be it bribery, fraud, extortion and collusion, just to name a few. We strongly believe in having values such as honesty, transparency, integrity and accountability when doing business.

Implementation

In both developing and developed countries, corruption negatively affects the society by rerouting resources meant for the economic growth of a certain country. Our aim is to practise having sincere conversations and do everything in our power to maintain honesty in our company.

Measurement of Outcomes

Ends International Company Limited acknowledges that corruption is a disease that needs to be eliminated in the society as it causes more harm than good. Carrying out audits from time to time as a way of determining whether there are any malicious payments made in relation to corruption.

Our employers, partners and clients are encouraged to voice out in case they experience corruption.

COVID - 19

What a year 2020 has been! The year has not been like any other; a year that tested us all globally with no continent being left out. The world being the global village it has become, thanks to technology, had to pause for a minute to understand what was unfolding. Covid-19 has negatively impacted many businesses globally most especially countries that experienced lockdown. Many people lost their jobs during the outbreak of the virus. Other jobs were fortunate enough to ensure that their employees could manage working from home.

During the 7pm to 5am curfew set by the government of Kenya, citizens were financially set back as a result. This curfew hindered people to work within their potential. As a company, we lost job opportunities due to the pandemic. However, we were fortunate enough to have ongoing water projects. Although this seemed good for our business, the targets we had set to achieve were delayed with regards to Sustainable Development Goals. It is through these projects that we were able to have employees who fed their families through their earnings.

Ends International admits that the pandemic affected the world of business most especially small businesses since many job opportunities were lost. In order to prevent the spread of the virus, the company has followed the protocols set by the Ministry of Health by maintaining social distance, frequently sanitizing or washing hands and having masks on at all times while in the presence of fellow employees, clients and partners.

CONCLUSION

We find it necessary for sustainable businesses to join in on building a better society through the positive impact they can make by adhering to the ten principles of the UN Global Impact. Educating the society on the importance of anti-corruption and its gains could effectively change the mindset of many. This may be achieved by having many communication channels and encouraging businesses to anonymously voice out the corruption they experience. In addition to that, the

government ought to ease the loss of those who lost their jobs during the pandemic by providing them the basic needs that they require and have a right to.

Signed

Name: Sharon Thuku **In Capacity:** CEO

On Behalf of: Ends International Company Limited

Dated: 24.02.2021