

REF: CRDB/MD/UN/2021-38

23rd March 2021

H.E. António Guterres,
Secretary General,
United Nations New York, NY 10017 USA

Dear Secretary General,

RE: Communication on Progress – Global Compact Network Tanzania

I am pleased to write to you this instance to convey my greetings from CRDB Bank Plc and the United Republic of Tanzania.

In line with our membership requirement, I wish to update you on the progress and the achievements that we have made in upholding the ten principles of the UN Global Compact. Our Group continues to be a committed member of the UN Global Compact and remains focused on making positive contributions to sustainability through our actions and business activities.

Over the reporting period, we continued to adhere to the ten principles, guided by our sustainability strategy. During the past year, we continued to sustain our efforts in engaging stakeholders on various issues around the topic of human rights as part of our stakeholder engagement strategy. The strategy extrapolates our material issues and guides our engagements with a cross-section of stakeholders especially clients operating large scale businesses such as industries, mines and agricultural projects.

As a Group, we remain committed to developing human resources sustainably to improve quality, competence and employee welfare. We strive to be transparent through our communication tools such as intranet, circulars and corporate communication emails to keep all employees informed about our Group employment policies and other relevant information.

The 2020 FY presented unique challenges for our Group considering the disruptions occasioned by the global health crisis. Nevertheless, we sustained the pursuit of improving the welfare of our staff with a priority on health. Our immediate action during the COVID-19 pandemic was to protect employees by providing hygiene amenities such as face masks and hand sanitizers. The intervention complemented by an awareness campaign aimed at empowering staff across all our operations on the preventive hygiene practices to mitigate the spread of the COVID-19.

Our business continuity plan provided the flexibility of working, including the adoption of Working from Home (WFH) and the adoption of web-based collaborative technologies. The efforts, coupled with other mitigation plans, made a difference in safeguarding staff and customers during the pandemic. We continue to explore ways to maintain a safer work environment to foster the Group's longevity.



On a similar note, we continue to develop favorable and productive industrial relations. Our HR policy is a product of continuous engagements and endeavors to incorporate recommendations from stakeholders such as trade unions. We believe that the best performance results from a favorable working climate. The latter is developed and reflected in our corporate culture with an awareness of healthy performance competition through a transparent and fair assessment for individuals.

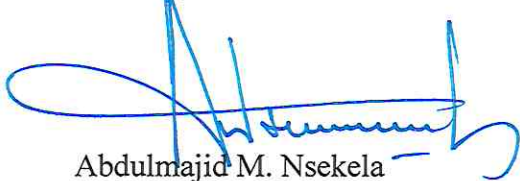
The Group's commitment to the environment is unquestionable. We are determined to play an active role in protecting the environment, in line with the UN Sustainable Development Goals (SDGs). We continue to align our activities with the broad aspirations contained in the SDGs. The environment pillar of our CSI programs encourages the adoption of practices that support the global determination to protect the planet from degradation, including through sustainable consumption and production, sustainably managing natural resources and taking urgent action on climate change, so that it can support the needs of the present and future generations.

Regarding our accountability integrity, we are committed to acting lawfully, ethically and with integrity. The Group Anti-Corruption Policy establishes controls to ensure employees behave ethically and with integrity. We are committed to upholding all laws relevant to countering bribery, corruption and fraud in all the jurisdictions in which we operate, including specific consideration.

I have attached a detailed update on the specific activities alongside our summary Corporate Social Investment (CSI) report, which will provide additional information on our social investment activities.

I look forward to more engagements and a fulfilling partnership with you.

Sincerely,



Abdulmajid M. Nsekela
Group CEO & Managing Director