

COMMUNICATION on ENGAGEMENT (CoE)

LEAP Africa



Period covered by this Communication on Engagement [2021]

From: [2021]

To: [April 13, 2023]

Part I. Statement of Continued Support by the Chief Executive or Equivalent

Please use the box below to include the statement of continued support signed by your organization's Chief Executive or equivalent.

April 06, 2021

To all our stakeholders,

I am delighted to confirm LEAP Africa's continuous support for the United Nations Global Compact and its Ten Principles in the areas of Labour, Environment and Anti-Corruption.

LEAP Africa remains focused on exemplifying these principles, creating awareness, and ensuring they are well embedded in our activities as critical steps towards achieving a sustainable future.

In this Communication on Engagement document, we describe some of the actions we have undertaken in the past two years as it relates to the principles of Global compact. We also commit to sharing this information with our stakeholders using our primary channels of communications.

Yours sincerely,
FOR: LEAP Africa Ltd/Gte

Femi Taiwo
Executive Director

Part II. Description of Actions

Please use the box below to describe the actions your organization has taken in support of the Global Compact. It is strongly recommended that the actions taken are related to one or more of the specific activities suggested. *Please refer to the complete list of suggested activities for your type of organization found [here](#).*

LEAP Africa is a youth-focused leadership development non-profit organization, working across different African countries to raise and inspire leaders that will transform the continent. LEAP Africa is tackling issues of leadership dearth, values, employability and entrepreneurship skills gap, corruption, and encouraging social good through active citizen participation.

With footprints across Nigeria and in Africa, LEAP Africa is leveraging its cutting-edge programmatic thrusts to inspire and equip young people, including students and budding social entrepreneurs across different social strata to lead ethically while implementing initiatives that transform their communities and organizations; sustaining livelihoods and contributing to social and national development.

Beyond its programmatic activities, LEAP Africa also embarks on extensive research which forms the basis for some of its books, articles, research papers and reports. So far, the organization has published 11 books, designed as action-oriented guides to creating positive and lasting change in society. Read more on our recent reports and research here; <https://www.leapafrika.org/research/>

Towards Labour (Principle 6)

- LEAP Africa has a policy on Gender Equality and Diversity Inclusion to support diversity, and minority groups in the workplace. This policy addresses gender equality, elimination of discrimination at the point of hire, speaks against disrespect against minority groups and advocates for inclusion of all groups in the workplace.
- Recently, LEAP Africa has been involved in GESI workshops led by the British Council with 2 staff representatives in attendance as a way of improving and strengthening the existing policy.
- LEAP Africa also has Gender Equality and Social Inclusion (GESI) champions in-house.

Towards Environment (Principle 8)

- LEAP Africa is committed to preserving the environment hence, the organization has processes that ensures responsible environmental action. The environmental policy guides our conduct and day to day operations as way of contributing to the larger environmental effects of the society.
- The organization now uses solar power as an alternative energy to reduce pollution from carbon emission into the environment.
- The organization maintains a recycling policy and actively uses the Enterprise Resource Planning system to digitize operations and further promote a paperless environment.

Towards Anti-corruption (Principle 10)

- All our trainings are based on the principles of ethical leadership and participants are taken through a specific module on values and ethics. It provides participants with an overview of what it means to be an ethical and moral citizen in Nigeria and across the world. It also seeks to

increase youth understanding on the pervasive issues of corruption and to create awareness on how their actions or in-actions may encourage corruption.

- There is an Anti-money Laundering Policy in place within the organization, with an annual training to the larger team to reinforce the knowledge and demonstrate transparency.
- LEAP Africa maintains a weekly report to the Special Control Units Against Money Laundering (SCUML) of every fund received from donors and sponsors.
- Through customized trainings, social enterprises receive support in the review of policies such as Whistle Blowing Policy and Code of Conduct and formulation of policies where none existed.
- LEAP Africa has continued to promote the purchase and use of its publication on ethics at workshops, events and programmes.

Part III. Measurement of Outcomes

Please use the box below to include the most relevant qualitative and/or quantitative indicators to measure the outcome of the activities described in Part II above.

Principle		Quantitative	Qualitative
Gender Equality and Diversity Inclusion	Policy creation	<ul style="list-style-type: none"> • 2 employees participated in external GESI workshops and took learnings on how to create awareness and educate other staff members. 	<ul style="list-style-type: none"> • Sensitization and in-house workshops for employees. • Promoting an inclusive conversation on IWD and actively engaging male colleagues. • Increased number of women on the management team. • Improved programme objectives with insights from GESI training.
Environment	Awareness – Policy Creation	<ul style="list-style-type: none"> • Identified 2 staff champions to create awareness and educate on implications for our workplace. 	<ul style="list-style-type: none"> • Fostering the importance leveraging in-house employee champions for environment. • Periodic and on-going staff education on the subject matter.
Anti-corruption	Workshops, Training,	<ul style="list-style-type: none"> • LEAP Africa organized a refresher training for about 25 staff members on anti-corruption and anti-bribery policy. • About 60 SIP fellows took courses on ethics and values as part of their workshop training. 	<ul style="list-style-type: none"> • Supporting social enterprises with building ethical businesses • Clarity on conflicts of interest and all forms of corruption, including fraud, nepotism, fund mismanagement.

Part IV: Our commitment:

- Attend UN Global Compact Board meetings.
- Participate in local UNGC events.
- Continue to rally the ecosystem for the advancement of the SDGs.
- Forge strategic partnerships with organizations within the UNGC, and promote healthy actions for the SDGs.
- In addition to the Code of Conduct Policy, a Whistleblowing Policy has been created and would be adopted into the organization's processes.