



**UNITED NATIONS GLOBAL COMPACT  
COMMUNICATION ON PROGRESS  
05/2020 - 05/2021**

## STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE

**ASSIST DEVELOPMENT SOLUTIONS LTD (ADS)** committed to the United Nations Global Compact (UNGC) on 6th June 2019 and has since worked closely with all its stakeholders to adhere to its principles. I am hereby pleased to confirm that ADS reaffirms its support of the 10 Principles of the UNGC 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.

ADS has long contributed to sustainable development practices, which is embedded in our operations and culture. We remain committed to increasing those contributions by using the UN sustainable Development Goals as guidance.

Our world is experiencing a number of unprecedented crises and challenges simultaneously. Among others, a deadly virus, Covid-19, that has claimed the lives and livelihoods of so many across the globe as well as the negative effects of climate change. We recognize the importance of our contribution towards the development of a safer and more equitable world. We therefore remain steadfast in our commitment to achieving these goals.

As a responsible citizen, it continues to be our belief that advancing our sustainability practices is essential to our continued growth and longevity. We have therefore continued to take steps throughout our endeavours with an aim to further integrate the ten principles of UNGC into our business, culture, and operations.

We, ASSIST DEVELOPMENT SOLUTIONS LIMITED, are committed to persevere in embracing and implementing the 10 UNGC principles through our daily professional activities.

Yours Sincerely,

Effective Date: 15-May-2021



**Klaus Ehret**  
**Director - Africa**  
**ASSIST DEVELOPMENT SOLUTIONS LIMITED**

## COMPANY PROFILE

**ASSIST DEVELOPMENT SOLUTIONS LIMITED (ADS)**, is a Social Enterprise supporting the initiatives of NGOs, Development Agencies and Private Sector Companies to achieve the Sustainable Development Goals (SDGs) of the UN Agenda 2030.

ADS, based in Nairobi, was established in Kenya in 2018 with the aim to serve mainly the East African region. The company is led by a team of successful management professionals with years of industry experience and knowledge of Africa and beyond. ADS has a strategic alliance with ASSIST Asia, headquartered in Manila, Philippines.

ADS is committed to driving sustainable developments and social impact in Africa through 3 intervention areas:

- We conceptualize, implement, and help manage innovative and scalable pilot solutions through Public-Private Partnerships.
- We address Communication, Visibility and Knowledge Management needs of development stakeholders for their interventions.
- We provide development consulting and technical advisory services to help organizations navigate an increasingly complex regional and global trade environments and improve market access through sustainable solutions.

Over the last 15 years, ASSIST has been primarily involved in providing capacity building and technical assistance at enterprise, professional and community levels across a variety of subject matter and markets. Besides our own internal projects, ASSIST has successfully implemented over 300+ projects in collaboration with bilateral and multilateral donors and organizations such as the UNICEF, UNEP, UNIDO, UNFPA, ADB, IFC, DEG, GIZ and the EU across 20 countries, and are highly familiar with the processes and expectations associated with donor-funded projects.

As part of the ASSIST global network, ADS utilize both local and international experts to run various successful projects in order to maintain quality and consistency in delivery across geographical locations where we operate. Driven by passion for sustainable development that supports the UN Sustainable Development Goals (SDGs), our team thrives in providing solutions to complex and challenging issues through unique partnership models that connects policy makers, stakeholders, and communities in a truly sustainable manner.

At present, ASSIST focuses on 4 key sectors – Private Sector Development & Engagement Partnerships; Energy and Natural Resources; Agriculture and Rural Development and Human Development

## THE 10 PRINCIPLES AND DESCRIPTION OF ACTIONS

### HUMAN RIGHTS

Like many organisations around the world, ADS had to deal with competing challenges of protecting its employees, meeting its financial obligation to clients, adhering to ethical and sustainable business principals, as well as carrying through with the social, environmental, and civic responsibilities. One of the key focus for the organisation is employee welfare, which has never been more relevant than during these challenging and uncertain times where health and safety have been paramount.

**Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights; and

**Principle 2:** make sure that they are not complicit in human rights abuses.

#### **How ADS has implemented the principles of Human rights:**

- We implemented guidelines and policies to protect the welfare of our employees by implementing a work from home policy and ensured 100% fulltime employee compensation.
- We provided a non-discriminative medical cover to all employees.
- When the government approved the safe return to work, we ensured our workforce are provided safe, suitable, and sanitary work facilities. These efforts greatly saved our employees and management from infections as no infection has so far been traced as source of contagion from the workplace.
- We have continued to protect our workforce from workplace harassment by ensuring dialogue, conflict management, security and mediation practices are in place.
- We are constantly quick to ensure that our workforce is a cohesive team that ensures individuals treat each other equally, with respect and courtesy.
- Ensuring no form of discrimination happens at the workplace regardless of employee's religion, tribe and even social background from the recruitment process, compensation and even availing of training opportunities.
- Continuing to support the UN SDGs through ensuring we only engage in projects and activities that are in support of the global goals.
- Striving to ensure that all our goods and service sourced as part of business activities and ongoing operations are free from any human rights abuses through conducting a pre-engagement screening where due diligence is conducted on partners before engagement.
- Continuously initiating and engaging in projects that aim at improving livelihoods of different people in the community.
- Committing to continue monitoring risks of human rights violations and the protection of human rights for all projects we engage ourselves in.

**Goals for the coming years:**

- Creating a Human Rights Policy that will govern all employees and other stakeholders in protection of the human rights.
- Looking into collaborations with other organisations across the development sector on the topic of safeguarding human rights.

**Measurements of outcomes:**

Our measures have managed to highly reduce the rates of occupational diseases and injuries. We have inspired and engaged our workforce with regards to career, personal and general wellness. The work force has never experienced discrimination on the grounds of their race, age, gender, marital status, religion, ethnicity, or physical disability in the company. We have seen no investigation, lawsuit, punishment, or other incidents concerning human rights infringement at ADS. We have not identified any instances within the organization causing or contributing to any adverse human rights incidents.

**LABOR**

ADS abides with the Kenyan law and regulations which entails freedom of association, abolition of child labor and avoiding discrimination in respect of employment and occupation. Internally, the Human Resource Department ensures that recruitment is free from all forms of forced labor, compulsory labor, and discrimination. In addition, we are putting continuous efforts to improve health insurance service given to our workforce by ensuring that is non-discriminative.

**Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

**Principle 4:** the elimination of all forms of forced and compulsory labor;

**Principle 5:** the effective abolition of child labor; and

**Principle 6:** the elimination of discrimination in respect of employment and occupation.

**How ADS has implemented the principles of labor:**

- We believe in equal opportunities for all. We pride ourselves on having a diverse workforce representing different age groups, religious beliefs, and ethnic backgrounds.
- We emphasize on development of Kenyan workforce through running apprenticeship and graduate programs to give graduates the opportunity to build successful careers.
- We ensure that all employment related decisions are based on relevant and objective criteria.
- We have a highly objective, thorough performance review which fairly influences employment decisions such salary reviews and promotions.
- We have maintained the highly collaborative culture where employees express labor issues openly.

- Committing to comply with all legislative requirements and aligning ourselves to best practice.

**Goals for the coming years:**

- Establishing programs to promote access to skills development training.

**Measurements of outcomes:**

We are pleased to report that there have been no cases of any form of violating the UNGC labour principles in our company.

## ENVIRONMENT

ADS is committed to minimising its environmental footprint by preventing pollution and encouraging practices to promote sustainability. We recognize that adopting and maintaining an environmentally responsible approach is vital for our sustainability and that of the community at large. We continue to strive to make environmentally responsible improvements to our everyday operation and management in an effort to reduce our environmental impact.

**Principle 7:** Businesses should support a precautionary approach to environmental challenges;

**Principle 8:** undertake initiatives to promote greater environmental responsibility; and

**Principle 9:** encourage the development and diffusion of environmentally friendly technologies.

**How ADS has implemented the principles of Environment:**

- We have initiated and implemented projects that support improvements to the environment.
- We continuously encourage our employees to adopt environmentally responsible means of travelling to work such as public transport, bikes and even walking where possible.
- We encourage our employees to continue employing more sustainable and production practices both within and outside the office. Such practices include growing own vegetables, recycling, taking steps to raise awareness about food waste and its reduction as well as participating in environmentally friendly community projects.
- We are still working on an environment educative board game (risk land) – this aims at teaching people how to be prepared in case of different disasters as well as educate on several ways to take care of the environment we live in.

**Measurements of outcomes:**

In the past year, ADS was not involved in any environmental pollution incidents. We will continue to strictly abide by environmental protection principles, proactively echo relevant initiatives launched by the UN and the Kenyan government, and further contribute to the sustainable development of the world.

## ANTI-CORRUPTION

ADS is a socially responsible company that believes in the right way of doing business through ethical and sustainable behavior. This is an integral part of our governance and culture, and we ensure that these practices are always upheld especially during such unprecedented times. We remain dedicated to our commitment to work against all forms of corruption. Acting lawfully and honestly has always been fundamental to our business philosophy.

**Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.

### **How ADS has embraced the principle of Anti-Corruption:**

- We encourage all stakeholders including employees to immediately report any actual or suspected incidents of fraud, bribery, or corruption.
- We commit to always seek to take disciplinary and/or legal action against those found to have perpetrated, been involved in or assisted with fraudulent or other improper activities in any of our operations.
- We are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate, safeguarding all resources which have been entrusted to us, as well as implementing and enforcing effective systems to counter fraud, bribery, and corruption.

### **Goals for the coming years:**

- Committing to developing an ethical culture and reducing to the absolute minimum the likelihood of fraud, bribery and corruption occurring in any of our operations.

### **Measurements of outcomes:**

So far there has been no investigation, lawsuit, ruling, fine, and other incidents related to corruption in all its forms at ADS. We will continue to comply with relevant laws and regulations and make greater anti-corruption efforts.

## CONTRIBUTION TO THE SDGs

### **Our Work**

In delivering services to our clients, we seek to create positive impact in wider, global spheres. Our continued support of the UN Sustainable Development Goals allows us to collaborate with non-profits, private sector companies and community partners. We strive to empower our communities and improve livelihoods. As our business grows, we continue investing in our operations practices to reduce our environmental footprint further. We are keen on leveraging our resources and expertise to work towards a fair and just world, with environmental and social justice for all.

In an effort to advance the SDGs knowledge, we developed a board game with an aim of educating school-going kids, students and even parents on SDGs and at the same time supporting the Kenya's government Big Four agenda. The aim was to reach at least 10,000 pupils in 2020 and increase the number by as many as 10,000 participants each of the following years through school tournaments. Unfortunately, following the Covid-19 pandemic this has not been possible. We are therefore deliberating on digitalizing the game and launching it online.

In partnership with different donors and private sector companies, we are continuously implementing social sustainable projects that cut across different sectors all supporting the SDGs. Some of these projects include but not limited to:

- i. A project in the urban slums aiming at increasing access to safe and clean water for vulnerable communities in an informal settlement area (slum) in Nairobi with appr. 32, 000 beneficiaries. We have reached already 15,000 beneficiaries and plan to reach the remaining 17,000 beneficiaries by July 2021.
- ii. A project involving training, and certification of small-scale coffee farmers in Kenya to increase the productivity and marketability of their coffee resulting in improved livelihoods for the farmers, their families, women, and youth involved in the whole supply chain. A minimum of 40,000 farmers will be trained and at least 16,000 farms will be certified. The project aims to benefit approximately 200,000 people (farmers including their dependants).
- iii. A project aiming at closing the last mile distribution channel of lighting products by recruiting and empowering at least 50 women in the peri-urban areas of Kenya benefitting at least 200 people (women and their dependants).
- iv. A project partnering with various institutions to establish dual-system training programmes in several TVETs in Kenya to counteract the increasing youth unemployment.
- v. Several other projects benefitting marginalized and underprivileged communities, projects supporting job generation for youth and women are currently under preparation or already in the approval stage.