

Mr. António Guterres

Secretary – General

United Nations

New York, NY10017

USA.

Dear Secretary General,

STATEMENT OF CONTINUED SUPPORT BY CHIEF EXECUTIVE OFFICER

This is to reiterate our annual support and compliance to the Global Compact principles on Human Rights, Labour, Environment and Anticorruption and other initiatives by the UNGC towards achievement of 2030 sustainable development goals.

It is pertinent to state that there has been tremendous development further to the adoption and implementation of principles from the UNGC initiatives into our operation, this has helped to shape our working cultures and personality of our stakeholder.

I am pleased to affirm that we shall not desist from putting necessary measures in place at all time, to promote sustainable working culture and environment, also showcasing the inherent values derived from our membership to others.

Therefore, I'd like to appreciate the effort of UNGC during the pandemic crisis with communication and awareness on how to adapt during the unanticipated and difficult time. The awareness has been a driving force that paved way for good organizational practices and adaptability during the global crisis. Thus, we shall continue to enhance our capability towards achieving the sustainable development goals.

Yours sincerely,



Stuffman Ayo

Managing Director/CEO

COMMUNICATION ON PROGRESS 2021

ABOUT US

VAS2Nets Technologies Limited is a leading developer of consumer and enterprise mobile value added service in and outside Nigeria with extensive experience in the development and delivery of mobile value added service, fintech solutions, enterprise service among many others.

The company is licensed by the Central Bank of Nigeria (CBN) and Nigerian Communication Commission (NCC) for some of its services and has strong business relationship with Nigeria Inter-Bank Settlement System (NIBSS) and many other top first tier financial institutions, network providers and aggregators in Nigeria. VAS2Nets is focus on providing total product or service solutions to our reputable client base in small and medium enterprise, multinationals, governmental parastatals, non-governmental organization etc. our new flagship products and services include payment gateway, mobile and database solutions to the maritime sector and airline industry.

VAS2Nets is currently affiliated with the Nigeria-America Chamber of Commerce, Nigeria British Chamber of Commerce, Computer Associations of Nigeria, and Mobile Economic Forum etc.

We shall commence operation in Canada in near future.

Our Vision:

To create an ecosystem using mobile technology.

Our Mission:

To help people all over the world realize their creative desires and provide service beyond their expectations. Our business has three key vertical: Mobile Communities, Financial Mobility and Mobile Service Aggregation.

UNITED NATION GLOBAL COMPACT PRINCIPLES

HUMAN RIGHTS PRINCIPLE

ASSESSMENT, POLICY AND GOALS

Principle 1: Business should support and respect the protection of internationally proclaimed human right.

Principle 2: Make sure they are not complicit in human right abuse.

VAS2Nets is an entity that operates as a multinational organization, has an understanding of what constitutes human rights, in and beyond our immediate environment. In line with United Nations standards, the company has always take a stand towards ensuring the protection of human rights of our employees, clients, business partners and other identified organization stakeholders. The company has continuously shown support, respect and protection of internationally proclaimed human rights which includes and are not limited to the following: Non-discrimination of any kind, based on race, color, sex, language, religion, political or ones opinion, national or social origin, property, birth or other status. The company has ensures its stakeholder right to life, liberty and security of persons is guaranteed; which is influential to the enjoyment of other human rights which are; freedom from slavery and servitude; freedom from torture and cruel, inhuman or degrading treatment or punishment; the right to recognition everywhere as a person before the law; the right to an effective judicial remedy; freedom from arbitrary arrest, detention or exile; the right to a fair trial and public hearing by an independent and impartial tribunal; the right to be presumed innocent until proved guilty; freedom from arbitrary interference with privacy, family, home or correspondence; freedom of movement and residence; the right of asylum; the right to a nationality; the right to marry and to found a family; the right to own property; freedom of thought, conscience and religion; freedom of opinion and expression; the right to peaceful assembly and association; and the right to take part in the government of one's country and to equal access to public service in one's country.

The company governing body has saddled the human resource team and internal audit & control with the responsibility to ensure inclusion of all employee and ensure promotion of culture that

aid the spirit of oneness in the organization. Our corporate goals and values has transcend to include our stakeholder experience about our offerings and value for individual person irrespective of their social strata in the society or in the company.

The human resources team through its strategies has put in place quarterly monitoring and review of its implemented culture through survey and all other available means to checkmate its policy with people perspective so as to attract and retain loyal and committed employees or make amendment where required. The outcome of the strategic plan include; promoting collaboration, teamwork, enhancing job satisfaction, ensure conducive work environment, enhanced employee morale and experience at work.

IMPLEMENTATION

- The company has in place a suggestion box at the front office to encourage both internal and external customer's suggestion and recommendation in protecting everyone's right.
- The company has include a feedback link to each staff email, to report any abuse of right and wrong doings.
- Human resource policy align with global compact principle, employee data protection regulation, global welfare scheme, appraisal standard, among others.
- Vendor service level agreement has been made mandatory to be signed by all clients and vendors before any business relationship so as to protect all party rights.
- Provide industry competitive wage to enhance employee well-being and satisfaction and have introduce more benefits and incentive to promote employee experience.
- Ensure job placement align with employee skills, competence and qualification.
- Periodic sensitization of employees to raise level of awareness on human rights.
- Continuous documentation of policies stating what constitute stakeholders interest and benefits without any form of abuse or conflict of interest.

MEASUREMENT

- The management frequent communication and the role of all stakeholder in the stated actions plan to be taking in the organization.

- Management and board of directors' buy-in and support to the global compact principle.
- Employees' awareness and compliance to the global compact principle.
- No record of legal liability or fines relating to human right abuse on the company or any of its staff.
- Periodic review and audit by the internal audit & control team to access and evaluate the company exposure to risk on human rights and other areas in the organization.
- Compliance with industry standard practices.

LABOUR PRINCIPLE

ASSESSMENT, POLICY AND GOALS

- Principle 3: Business should uphold the freedom of association and the effective recognition of the right to bargain.
- Principle 4: Elimination of all forms of forced and compulsory labor
- Principle 5: Effective abolition of child Labor

The management team and governing body of the organization has created enabling environment which has aid the success and effective implementation of ideas and policy that aid employee work experience. More so, their moral support and buy-in has made the human resource team to be tremendous in handling and complying with the UNGC principle on labor related matter and affairs. They have really proved their professionalism overtime by upholding and supporting the freedom of association and coming up with policies that effectively recognize the right to bargain between employer and employee. The nature of work environment being promoted make it possible for the employee to portray their interest and beliefs, without any feelings of sanction or intimidation base on their opinion. Recruitment and selection process is devoid of discrimination in the company, all applicant are given equal opportunity to leverage on, to get employed and render service in the company.

The company has create conducive environment where employees see belonging to an association; professional, political or social association as a thing of interest not frowned at by the organization rather encouraged. This act makes the company to expressly states its stand

during a nationwide protest against police brutality on mostly young people in Nigeria to exercise their right to call the government to action on their fundamental right regularly abused by the **Special Anti-Robbery Squad (SARS)**; an arm of the Nigerian Police Force, if they deem it fit. However, there was caution to their approach which shouldn't be violent or such that would impact their personality. More so, we had also encourage all stakeholder who wish to express violation of their fundamental rights to comply with the covid-19 regulations, by observing social distancing and always using of nose mask to mitigate the spread of the covid-19 virus.

The company have been in operation for over fifteen years and a member of UNGC for 7years, we have continue to ensure we didn't engage in forced or compulsory labour or any act that influence this deed to violate human right. What constitutes compulsory and forced labor are well known to the company, therefore, ensure that all avenues where this would fashioned out are curbed. Therefore, employment conditions are well detailed in applicant offer letter and employee manual so as to guide against all forms of intimidation and compulsory labour during cessation of employment.

More so, child labor constitutes depriving a child its potential, education, childhood and dignity by engaging them in workforce. This act does not only harm a child mental, physical, social and moral upbringing, it also interfere with their education and personal upbringing. It has been observed that this act thrives in a system where social protection system are weak and parental care are lacking as such a child may engage in labor activity for survival. VAS2Nets as an institution through its standard has make it a culture not to leverage on the weakness of any social system to engage in child labor. In line with the aforementioned, due to the nature of the industry our business operates, it does not give room to engage in child labor as it's prevalent in the agriculture and manufacturing setting. Engaging children in labor activity makes them vulnerable to poverty, lack of education and early marriage and rape for the female child. All hands are on deck in our countries of operation to ensure every act of child labor is frowned at and upholding global standard in promoting support for child education and welfare; this is currently being practiced in the company. As the company has in record children of deceased staff they have been responsible for their education as a result of the demise of their father and more so, pledge education support to the association of children with disability to ensure that children have access to basic education to promote life expectancy.

The customer satisfaction survey conducted in October 2020 rating from the external customers satisfaction and expectation reveals **74%**, which is an indication that customer interest are prioritized. Hence, effort is in place to meet 80% customer satisfaction in the new financial year.

IMPLEMENTATION

- All employees are entitled to medical insurance and group life insurance cover.
- Employees are encourage to take their annual leave to enhance their wellbeing and wellness.
- Employee recruitment and selection is based on merit system
- Providing safe and conducive working environment for the employee and vendors.
- Provide fair and equitable reward system in compliance with statutory standard to all staff.
- To enhance employee competence, some of our employee attend courses on quality management system, data protection, e-payment system, e-payment fraud detection and investigation.
- We had retreat at the year-end 2020 to better prepare our staff for the new financial year which comes with social activity, sessions with lots of speakers to better prepare our staff mindset and focus ahead of the task ahead.

MEASUREMENT

- Celebration of international women's day with our native attires to all female staff.
- Long service reward to a staff who's 10years with the company in 2020.
- Quality lifestyle of our employees.
- The company workforce cut across different ethnicity, gender, religion and language.
- No reported case of injuries at work by employees and other stakeholder
- We have 100% compliance with every industry related processes, policy and procedure.
- Pasting of artworks on office walls to evoke the feelings of comfort and excitement for our employees.

ENVIRONMENTAL PRINCIPLE

ASSESSMENT, POLICY AND GOALS

- Principle 7: Business should support precautionary approach to the environmental challenge.
- Principle 8: Undertake initiative to promote greater environmental responsibility.
- Principle 9: Encourage the development and diffusion of environmentally friendly technology.

VAS2Nets Technologies limited is an IT firm whose business stream cut across rendering digital service and providing solutions to our client base with vulnerability to tech space. The nature of our operations have no or small impact on the environment. None of our business operations pose any treat to environmental challenges. However, be as it may, we have measures in place to ensure that our equipment have adequate insurance policy to cover for challenges posed by any of our facilities and also physical measures to ensure there is no room for negligence that can impact human health and hazardous environment. Through our risk management framework we have identified the use of diesel and generator to cause environmental challenge to our environment. Hence, we have ensured that the generator is well serviced as at when due to mitigate noise pollution and reduce carbon-monoxide which could be harmful to human health. Also, the company has implement Quality Management System 9001:2015 (ISO 9001:2015) in line with International Standard Organization to ensure all our identified risk are well taking care of and ensure continuous monitoring and tracking of new risk which could impact the internal and external stakeholders.

In line with the UNGC guiding principle, the company has ensured since 2020 that all our clients must be compliant with our standing procedure in line with UNGC standard and International standard organization, before engaging them for business relationship. This is to foster enabling business environment and also to ensure our clients and vendors are not complicit in endangering the environment. Majority of our clients are financial institution, mobile operators and solution providers. We are very confident of compliance rate of this institutions we deal with as it relates to environment management.

The global lockdown affect our business routine as such our organization was lock down for 11 months, whilst the major concern was how to adapt and remain sustainable in the midst of the uncertainty that be withered the global economy. Therefore, much attention between the periods of the lock down was on survival of the business and our stakeholder. Some of the adopted strategies was creating a daily remote office, where employees are required to harness daily communication with all other staff member to promote wellness and annihilate the boredom and other psychological effect of the global crisis, could have on the health of the staff. Vis a vis while we encourage our staff to work from home, we had two employees who were infected with COVID-19, necessary help was rendered to the staff member to overcome the health challenges. In other to absolve this health crisis, a knowledge sharing session was introduced to create work feelings environment for our staff, which was held twice a week. The company greatest achievement further to the global pandemic crisis that impact our environment is the level of compliance of staff to adhere to the COVID-19 guidelines, which had made us to sustain all workforce during this lockdown.

Therefore, what we have done during the pandemic crisis to make our environment habitable off the pandemic crisis is to keep our employees at home with remote activity and ensure their monthly remuneration and other allowances are paid accordingly to enhance livelihood, welfare and keep employee off wandering around to mitigate the multiplier effect of contacting the virus on our environment, we were able to achieve this through frequent communication and daily spontaneous check on all staff members of the organization.

IMPLEMENTATION

- Frequent communication during the pandemic crisis on what is required of all stakeholder to sustain their health and that of their loved ones.
- Ensure no staff is allowed to come to the office between March 2020 – February 2021 to curtailed the wide spread of the global virus and also to ensure the employees' health are well protected and limit their exposures to the virus.
- Plan and organize how interested team member were vaccinated against the covid-19 virus.

MEASUREMENT

- There has been no significant fines and non-monetary sanctions for non-compliance with environmental laws and regulations.
- There has been an increase in the number of organization and individuals VAS2Nets support financially or technically through corporate social responsibility to promote friendly business environment and their wellness by over 100%.
- Increase in the number of mobile solution service to the energy sector, game & betting industry, banks, micro finance institutions, e-commerce etc.
- No record of loss of staff during and after the global pandemic crisis.

ANTI CORRUPTION PRINCIPLE

Principle 10: Business should work against corruption and bribery in all its form.

ASSESSMENT, POLICY AND GOALS.

The company is currently leveraging on the culture of transparency, professionalism and integrity that it has built overtime to promote and create awareness to desist from all forms of bribery and corruption. Our success rate in this clime is attributed to quality management system in place to checkmate and curb activity which does not follow due process and all forms of conflict of interest which aftermath effect is bribery and corruption has been flush out of the system.

Our procurement process constantly receive review of identified procedure to track impending risk that could emanate from this process and necessary action taking in our continuous improvement plan so as to ensure all risk are reported and corrective action taking to curb or mitigate such risk. Stringent action taking in the last 12 months is to engage more vendors that could render professional service to the company that could warrant our staff to engage in kick back and corrupt practices. The following medium are means through which our employees could be lured into corruption and bribery practices and have been made known to required stakeholder for their awareness; payments facilitation, fraud, extortion, collusion, and money laundering; the offer or receipt of gifts, loans, fees, rewards, or other advantages leading to inducement on activities that is dishonest, illegal, or represents a breach of trust. It can also

include practices such as embezzlement, trading in influence, abuse of function, illicit enrichment, concealment, and obstructing justice.

Some of the employees who had shown interest to be providing some services to the company were hindered, has the severity of conflict of interest through this means is higher and the company stand the chance to jeopardize its quality and increase in cost by encouraging employees providing these service. However, where the employees recommend a vendor to a company, it is required that two or more vendors are also contacted before making decision on who to be engaged to render service to the company.

Action towards monopolizing a vendor in rendering a service has also been curbed has this also has some element of corrupt practices in it. Except in a case of internet service provider and other major corporate client whose activity cannot be influenced and actions against criminality are also frowned at in their establishment.

To this end, continuous effort is in place to continuously measure and document in our risk management framework and report all activity identified to be unethical and also to be documented in our continuous improvement plan in other to ensure seamless business operation devoid of corruption element and use fair practices. Reiterating our goals in this stance is to sustain our internal process which has not recorded any form of corrupt practices and further put in place measures that would curb any act of corruption not to occur in the organization. Also, continuous training and awareness will be provided to management and employees so as not to get involve in bribery and corruption as everyone has risk incidents of corruption, either deliberately or being lured into it.

IMPLEMENTATION

- Whistle blowing mail created; whistleblowing@vas2nets.com no escalation received till date
- Conduct training and awareness to employees on anticorruption practices.
- Periodic internal audit of process and procedure for compliance and commitment
- Cash transaction faced out rate is now 100%.
- Management support and involvement in the measures to ensure no corruption practices.
- Participation in all anticorruption initiatives and seminar to strengthen our operations and goodwill.

- There is check and balances on all transactions and retirement of fund to curb any unethical practices.
- Develop and implement of anti-money laundering policy.
- Review of Gift policy to address and accommodate Entertainment policy.

MEASUREMENT

- VAS2Nets has never been involved in public legal case and rulings on corruption and bribery against any of the company stakeholder; management, employees etc.
- There has not been any confirmed cases of corruption in the company
- No employees have been dismissed as a result of corruption, however, one of the company driver has been disciplined for soliciting gift from clients.

VAS2Nets FOCUS ON SUSTAINABLE DEVELOPMENT GOALS.



ACHIEVEMENT ON THE SDG

- Provision of employment based on gender balance
- Encourage remote activity during pandemic crisis to promote good health
- Prompt payments of salary to mitigate against hunger and enhance well being
- Provision of financial support to aid school bills payments to aid education of deceased staff children and other incapacitated staff.
- Provision of health insurance to employees to enhance good health and wellness
- Encouraging recruitment of female employees to critical job positions to encourage gender balance and career development.
- Encouragement of female member involvement at the Management and Board level.

- Continuous deployment of mobile solutions that ease efficiency of business for clients
- Partner with Entrepreneur Organization through our corporate social responsibility towards motivating undergraduates to becoming innovative and entrepreneur in their various skills to become self-independent after school.