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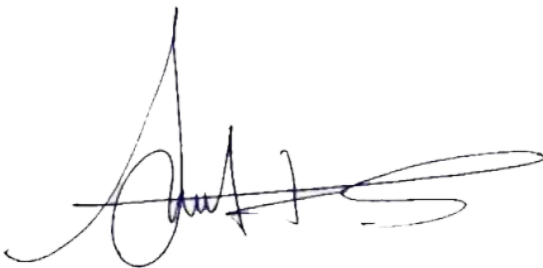
To our stakeholders,

I am pleased to confirm that **Apollo Tours and Travel Limited** reaffirms its support of the Ten Principles of the United Nations Global Compact 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.

Sincerely yours,



Ford Anwar,
General Manager

Description of Actions and Measurement of Outcomes.

Human Rights.

Principle 1: Support and respect the protection of internationally proclaimed human rights.

Principle 2: We are not part of or complicit with any form of human rights abuse.

At Apollo Tours and Travel Ltd we support the international declaration of human rights and the UNGC guidelines on respecting our staff and members of society.

In line with this, as a company we have policies and guidelines that dictate our actions in the above mentioned principles,

- A signed human rights policy that is signed by the General Manager and shared with staff.
- A detailed documented Human resource Policy Manual.
- OHS (Occupational Health and Safety) department conducting .
- Improved working conditions for staff including offering work from home opportunities for staff due to the prevailing Covid - 19 pandemic.
- Had the opportunity to work with Heels4pads , an organization dedicated to offering sanitary packaged young girls in under privileged communities across the country .

Measurement of outcomes:

- We have not had any incident of litigation against the company from a member of staff
- We have not had any serious injury or accident occur at the work place.
- There have been no reported cases of Human rights abuse.
- We have empowered over 6,000 school going girls across Baringo, Nyandarua and Kiambu country and had the privilege of supporting parents and care givers of cancer patients at Kenyatta National Hospital and Moi Teaching and Referral Hospital.

Labour.

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

Principle 4: Eliminating of all forms of Forced and Compulsory labour.

Principle 5: The effective abolition of child labour.

Principle 6: The elimination of discrimination in respect to employment and occupation.

In support of the following principles we have taken the following measures:

- We have a dedicated Human resource department to address and mediate staff and company needs.
- Anti- discrimination and Sexual Harassment Policy.
- All staff contracts are documented and available upon request to individual employees .
- Dedicated Health and safety committee and Corporate Social Responsibility committee.
- We have an established welfare for our employees.
- We offer health insurance to our employees.
- Offer employees training opportunities for example First Aid Training, Tourism Licenses

Measurements of outcome:

- Improved employee efficiency .
- Complying with minimum wage requirements.
- Involving employees in some aspects of the decision making process .

Environment.

Principle 7: Business should support a precautionary approach to environmental challenges

Principle 8: Undertake initiatives to promote greater environmental responsibility .

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

As a transport company, we understand that we are responsible for the environment especially because of our relatively high carbon emissions. It is because of this we have taken the following measures .

- In partnership with Kenya wild life service and the Millennial Environmentalists, we were able to plant over 1,000 tree seedlings and adopt a site at the Nairobi National park and we are in the process of setting up nurseries for indigenous plants in various parts of the country.
- Implementing Company's Environmental Policy.
- Recycling of waste material such as used oil of old vehicle parts.
- Measuring our annual emissions.
- Regular maintenance and inspection of our fleet of vehicles.
- Auditing by National Environment Management Authority.
- Promote employee awareness of company's policies and environment conservation initiatives.

Measurements of outcome:

- Comparison of Carbon emissions 2020 and previous years has resulted in a noticeable decrease.
- Tree planting activities have helped in countering the impact we make as a business on the environment.

Anti -Corruption.

Principle 10: Business should work against corruption in all its forms; including extortion and bribery.

We are members of the Blue Company Project which supports the above mentioned principle.

These are the steps we have taken to ensure that we uphold this:

- No employee is allowed to give or take bribes in any form and contravening this condition of employment will be treated as gross misconduct with grounds for summary dismissal.
- All donations, gifts and favours given or received by the Company or any employee to a customer or client must be officially declared.
- Any unbranded gift should not exceed a certain set amount as required by the company.
- No employee is allowed to give or take bribes in any form and contravening this condition of employment will be treated as gross misconduct with grounds for summary dismissal.
- Any form of discrimination based on tribe, gender, religion, race, creed, age or sexual orientation is prohibited.

Measurements of outcome:

We have been able to stream line our procurement chain and most importantly instill confidence in our clients and staff our commitment to fighting corruption and running an open and socially responsible business.