

2020

**UNGC**  
**Communication**  
**on Progress**



**Ololo**  
safari lodge  
& farm

nairobi national park  
k e n y a

# Introduction

Ololo Safari Lodge is a luxury boutique lodge that is located on the beautiful banks of the Mbagathi River, which forms the southern border of Nairobi National Park. The lodge is a mere 45 minute drive through the park from Nairobi and both main airports, yet the lodge's secluded location feels like a world away.

The Ololo Experience is a unique adventure that allows you to enjoy the beauty of our secluded gardens, the charm of the farm and the wildlife that is right on our door step. In design it is an intimate and meaningful connection to nature that is deeply relaxing, nourishing and at the same time allows you to think of food, ecosystem biodiversity and sustainability. Ololo is set on a productive 20-acre regenerative farm that is the flagship of our sustainability and environmentally respectful values. Our farm is 100% organic certified and uses regenerative farming practices to raise animals and a diversity of vegetables and fruits. We have a “paddock to plate” principle, meaning that our guests enjoy the freshness of seasonal deliciousness.

Ololo is based on a simple value – Care. We care to create the highest value in our business and care to share it with our plants and animals, our people and our environment. At Ololo we believe that food is a connection point of plants, animals, people, soil, water and air. We are passionate about bringing to life the natural cycles that keep this connection healthy and helping others do the same.

# Message From Our Leaders

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29.07.2021

To our stakeholders,

I am pleased to confirm that Ololo Safari Lodge 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,

Joanna and Craig Chapman  
Directors  
Ololo Safari Lodge



# Ololo's Implementation of the 10 UNGC principles

Principle	Commitment	Systems	Actions
<b>HUMAN RIGHTS</b>			
<p><b>Principle 1:</b> Businesses should support and respect the protection of internationally proclaimed human rights; and</p> <p><b>Principle 2:</b> make sure that they are not complicit in human rights abuses.</p>	<p>Ololo Safari Lodge (Ololo Ltd.) acknowledges and respects human rights and labour standards based on the International Bill of Human Rights, including the Universal Declaration of Human Rights and the International Labour Organization's (ILO) 1998 Declaration on Fundamental Rights and Principles at Work</p> <p>Ololo has a Human Rights Statement, in line with international best practice.</p>	<p>Ololo Human Rights Policy Statement</p>	<p>Provision of all meals for staff</p> <p>Provision of living areas</p> <p>Ololo staff Committee</p> <p>Ensuring inclusion and diversity in recruitment of staff</p> <p>Introduced flexible working hours for pregnant and new mothers</p>
<b>LABOUR STANDARDS</b>			
<p><b>Principle 3:</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</p> <p><b>Principle 4:</b> the elimination of all forms of forced and compulsory labour;</p> <p><b>Principle 5:</b> the effective abolition of child labour; and</p> <p><b>Principle 6:</b> the elimination of discrimination in respect of employment and occupation.</p>	<p>Ololo does not use forced, compulsory or child labor. and, where applicable, recognize the right to collective bargaining.</p> <p>Ololo provides safe and healthy working conditions for our employees and ensuring that human rights such as freedom of association and equal opportunity are incorporated in human resource practices</p>	<p>Ololo Human Rights Policy Statement</p> <p>Ololo Code of conduct</p> <p>Ololo Supplier Code of Conduct</p>	<p>Flexibility at work</p> <p>Staff Rotation Programme</p> <p>Opportunities for learning and development</p> <p>Promotion of a diverse workforce</p> <p>Ololo Staff Committee</p> <p>Inclusion of youth and the deaf</p> <p>Staff first Aid Course- May 2021</p> <p>Staff Fire Fighting Course - July, 2021</p> <p>Support for staff families through interest free advance loans and secured interest covid loans.</p>

Principle	Commitment	Systems	Actions
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## ENVIRONMENT

<p><b>Principle 7:</b> Businesses should support a precautionary approach to environmental challenges;</p> <p><b>Principle 8:</b> undertake initiatives to promote greater environmental responsibility; and</p> <p><b>Principle 9:</b> encourage the development and diffusion of environmentally friendly technologies.</p>	<p>Ololo is dedicated to managing our environmental impacts proactively and we are committed to working together in our community to regenerate our environment. Ololo’s vision is to ensure that natural cycles, including energy, carbon, mineral, microbe and water cycles, all flow freely in the lodge and farm.</p>	<p>Regenerative farming principles</p>	<p>Nutrient Recycling through Composting</p>
	<p>Ololo has an ambition to become carbon negative through appropriate farming practices, business operations and supply chain</p>	<p>Organic Farming Certified</p> <p>Zero waste poultry processing</p> <p>Supplier and Distributer Code of Conduct</p>	<p>Weed. Feed Seed Programme</p> <p>Trees For Life Programme</p> <p>Bulk Purchasing Biodegradeable Detergents</p> <p>Plastic free water bottles</p> <p>Grey and Black Water Recycling</p> <p>Usage of Effective Micro-organisms in our drainage system.</p> <p>Paddock to plate principle in Ololo Kitchen</p> <p>Fire fighting course - July, 2021 First aid course - May, 2021</p> <p>2021 Award for Signanature Kenya Magical Experiences</p>

## ANTI-BRIBERY AND ANTI-CORRUPTION

<p><b>Principle 10:</b> Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<p>Ololo Ltd. is committed to conducting its activities in an ethical and honest manner, and is committed to implementing and enforcing systems that ensure bribery is prevented. Ololo Ltd. has zero-tolerance for bribery and corrupt activities.</p>	<p>Ololo Anti-corruption Policy Statement</p>	<p>Education of Staff on Anti-corruption</p>
	<p>Ololo Ltd. will uphold all Kenyan laws relating to anti bribery and corruption. We are bound by the Kenyan laws of Anti-Corruption and Economic Crimes Act in regards to our conduct.</p>	<p>Ololo Code of Conduct</p> <p>Supplier and Distributor Code of Conduct</p>	<p>Tip Management Commiittee</p> <p>Ensuring all required licences, eg tourism licence</p>

# Priority SDGs

While there are 17 SDGs and 169 targets in total, Ololo Safari Lodge would love to accomplish all of them. Indeed, they are all important and interrelated, however some of them are more relevant to our company and the sector we are in - Tourism. Tourism represents 10% of the world GDP and has great potential in contributing to a better afterworld of 2030. SDGs Below are our priority SDGs and how they relate to our operations and strategy.

**3** Good Health and Well Being for our staff and guests through organic farm to table meals and good living conditions.

**4** Quality education for our staff through both life skills and healthy living and to our guests through agritourism.

**9** Decent work and economic growth for our staff through interest free financial plans during difficult economic times

**13** Climate action by providing opportunities for guest to offset their tourism carbon emissions. This is done in collaboration with Ololo Farm's Trees For Life Programme.



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