

COMMUNICATION ON PROGRESS REPORT

AUGUST 2020 - AUGUST 2021



Message of support

To our stakeholders,

I am pleased to confirm that Nendo 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.

At Nendo, our mission is to provide digital insights about Africans by Africans in Africa. Insights matter on a continent where necessity is the mother of invention.

We are publishing this report during unprecedented times. As the world slowly opens up, we are focussing our energies on building back better, as we work with, and not against the environment.

We are proud to share all our efforts and achievements in our second Communication on Progress Report where we describe our actions to continually improve the integration of the Global Compact and its principles as well as the SDGs into our business strategy, culture and daily operations and commit to using the SDGs to guide us in our daily operations.

We also commit to share this information with our stakeholders using our primary channels of communication.

Sincerely,

**Mark Kaigwa,
Founder and CEO,
Nendo Limited.**



Our response to COVID-19

As CEO of Nendo Limited, within 24 hours of the first case of COVID-19 in Kenya, my entire team began working from home. This has continued for over 1.5 years now.

Nendo's employees and their welfare, as well as the continuity of the business, are of paramount importance to me as the CEO. As a company, the focus has been on staff wellness as we navigate the pandemic.



Our actions to deal with the Pandemic are:-

First and foremost, to protect our employees and their families from contracting it. I allowed all the employees to work from home and ensured that those without the tools for working were provided with them. Nendo facilitated internet connectivity for all its employees.

I conduct bi-monthly 1 on 1s (sometimes more frequently) check-ins with every employee to connect with them and get to know any challenges and where I need to support so that work run smoothly.

Nendo has published a 10-sector analysis on how companies and consumers have been affected by the global pandemic. The report was made available free of charge and can be found at www.nendo.co.ke/covid



Nendo, in collaboration with the US Embassy, launched a COVID Misinformation Quiz, which can be found here <https://www.stopreflectverify.com/>

The quiz was aimed at debunking misinformation around COVID-19 to essentially equip the public with factual information. This in turn would equip the general public to take the necessary precautions to reduce the contraction and spreading of COVID-19.

We remain guided by the ten principles of the UN Global Compact in making our decisions on how to respond to the COVID-19 pandemic.





Young SDG Innovators Programme



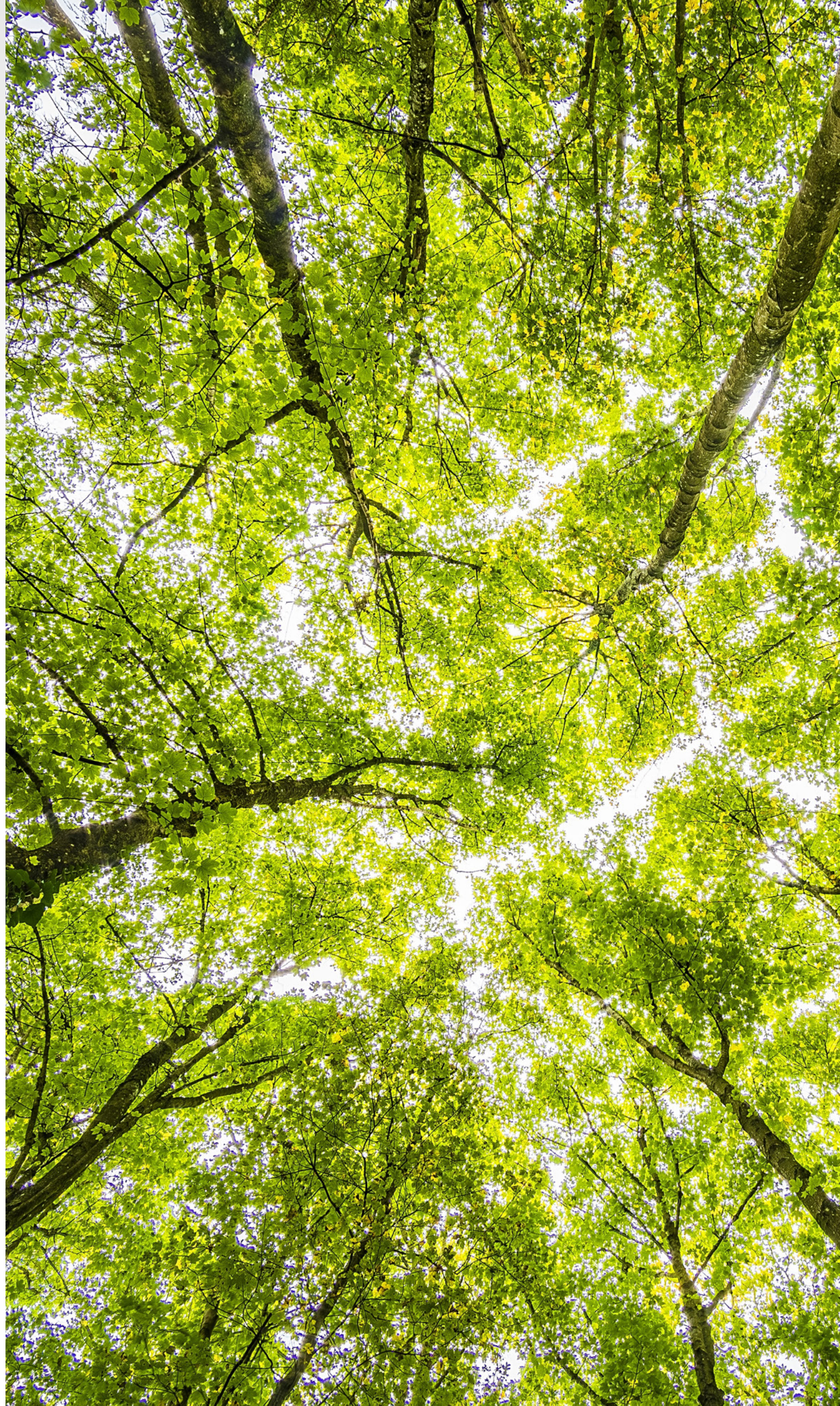
United Nations
Global Compact

Nendo is proud to be participating in the Young SDG Innovators Programme. This is an opportunity for participating companies of the UN Global Compact to identify young talent within their organizations to collaborate and accelerate business innovation towards the Sustainable Development Goals (SDGs).

This ten-month accelerator programme activates future business leaders and changemakers to develop and drive innovative solutions through new technologies, initiatives, and business models and deliver on their company's sustainability objectives.

Meet our innovators





Human Right Principles

01

Principle 01

Businesses should support and respect the protection of internationally proclaimed human rights

02

Principle 02

Make sure that they are not complicit in human rights abuses

How we support the principles above:

At Nendo Limited, we support the international declaration of human rights and the UNGC guidelines on respecting human rights. In line with this, we have:

- Continued to uphold the values shared in our human resource policy, and shared the same with our new employees.
- We have also focused on our employees Health and Well-Being as illustrated below



3 GOOD HEALTH AND WELL-BEING



SDG 3 - Good Health and Well-Being

Nendo believes that its employees are its most valued resource and works to develop and find opportunities to support the employees' wellness. To achieve the above, Nendo has undertaken the following:

(i) Employee Health Insurance

Providing employees with Health Insurance and coverage.

(ii) Employee Sick off

Allowing employees sick off even while working from home when because at Nendo we believe in putting our employees health first

(iii) Published Reports

Allowing employees sick off even while working from home when because at Nendo we believe in putting our employees health first

Nendo has worked alongside the US Embassy to create a COVID-19 Misinformation Quiz, which can be found here <https://www.stopreflectverify.com/>.

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(v) Employee Mental Wellness

Nendo held a Mental Health session in September 2020. The session is aimed at providing staff with mental health insights from a health professional's perspective.

In the last quarter of 2021, Nendo intends to hold a mental health wellness session with a counselling psychologist and to aid in payment for a private subsequent session with the psychologist.

(vi) Working from home

All employees are continuing to work from home, with the management conducting regular check-ins that assist employees to navigate any challenges they may have as they work from home.





SDG 4 - Quality Education

One of Nendo's core values is "Each One Teach One". Nendo continues to provide employees with continuous opportunities to improve their skills for their current and future employment through:

(i) Thirsty Thursday

A bi-monthly session known as Thirsty Thursday which involves having a designated speaker (who is either a Nendo employee or an invited guest) speaking to the Nendo team on a subject of choice in order to improve their learning in diverse subjects. These sessions are shared with the public through Nendo's social media channels to promote education amongst members of the public as well.

(ii) Employee Training

Offering staff members training in order for each person to develop themselves professionally

(iii) Paid Subscriptions

Paid subscriptions for online classes for the whole team through a platform called SkillShare

(iv) Paid coaching

Paid coaching for senior management on a need-basis

Labour

03

Principle 03

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

04

Principle 04

The elimination of all forms of forced and compulsory labour

05

Principle 05

The effective abolition of child labour

06

Principle 06

The elimination of discrimination in respect of employment and occupation





How we support the principles above



Ensuring that the hiring and appraisal process is non-discriminatory. Employees are hired and promoted on the basis of skill and experience



Providing well laid out procedures for escalating complaints and grievances



Conducting regular one on one meetings with the Managing Director to ensure that each employee has a chance to voice their professional and personal development



Offering competitive remuneration that is above the minimum wage requirement



Offering employment contracts that are written in accordance with the Kenyan Labour laws



Environment

07

Principle 7

Businesses should support a precautionary approach to environmental challenges

08

Principle 8

Undertake initiatives to promote greater environmental responsibility

09

Principle 9

Encourage the development and diffusion of environmentally friendly technologies

How we support the principles above

Nendo has supported the principles above in the following ways:

- Ensuring that majority of our documents are sent over email in order to reduce printing
- Continuing to subscribe to and pay for G-Suite License to ensure that all our documents are stored digitally in order to reduce printing and paper use.
- Regular servicing of company vehicle and buying clean fuel from recognized fueling stations
- All staff members were allowed to Work From Home. Remote working has been credited for helping in the reduction of GreenHouse Emissions





Anti-Corruption

10

Principle 10

Businesses should work against corruption in all its forms, including extortion and bribery

How we support the principles above

We took the following deliberate steps in support of Anti-Corruption:

- Creating an anti-corruption policy for Nendo which shows Nendo's stand on corruption.
- Conducting an audit of Nendo's accounts and expenditure
- Monitoring the Nendo accounts for any irregularity
- Conducting a background check of possible clients to avoid engaging in corrupt ventures





Measurement of outcome



Zero incidences of corruption in the past year

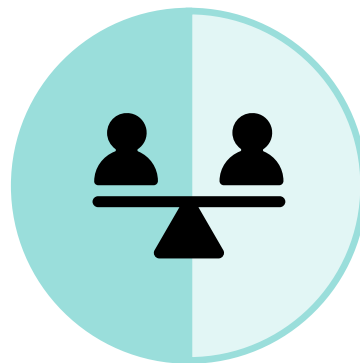


Nendo carried out a Human Resource Policy, (HR Policy) training for all newly hired employees



23
SKILL
SHARE.

Nendo paid for twenty-three (23) workshops for the staff ranging from online Skillshare subscriptions to leadership and personal development workshops in order to enable employees to improve themselves



50%

Gender equality: As of 2021, the percentage of women employed at Nendo stands is 50% of the total employees at Nendo



Company financial continuity as a result of financial accountability and auditing



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