



September 28th, 2021

To our stakeholders:

I am pleased to confirm that Nyoka Design Labs reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption. We are committed to making the UN Global Compact and its principles part of the strategy, operations and governance of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals.

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.

Description of Actions

Human Rights

- Protect workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats
- Promote safe and secure working environments for workers by providing supplementary health benefits, flexible work policies, or professional development opportunities

Labour

- Comply with local minimum wage standards
- Ensure that the company does not participate in any form of forced or bonded labour



D E S I G N L A B S



Environment

- Minimize the environmental impact of our products packaging by choosing packaging materials that are designed to have less environmental impact than common alternatives
- Consider the environment throughout our product design and development to minimize impacts on human health and the environment

Anti-Corruption

- Assess the risk of corruption when doing business
- Integrate external oversight of the company to bring new perspectives, expertise, or skills to promote accountability throughout the entire company

Measurement of Outcomes

We measure the direct impact from our policies related to workers, environment, supply chain, and governance. The most relevant indicators to measure our outcomes include number of STEM (science, technology, engineering, mathematics) workshops delivered, chemical waste prevented (in tonnes), plastic waste prevented from our products (in tonnes), and % of revenue donated to non-profit partners.

Sincerely Yours,

Paige Whitehead

Paige Whitehead
Founder & CEO