

COMMUNICATION OF PROGRESS (COP)

PERIOD COVERED BY COP

FROM 1ST JANUARY 2020 TO: 31ST DECEMBER 2020

1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER

To our Stakeholders:

I am pleased to confirm that THOMAS CHASE 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,

FOR: THOMAS CHASE LTD.



ANTHONY ABAYOMI OMIYALE
Managing Director

2. DESCRIPTION OF ACTIONS

Human Rights

- We have ensured that all our employees are provided required safety gears and equipment for their job roles and activities and we have equally ensured that all sanitary provisions for our employees are suitable and up to world class standard.
- We have put in a Human resource management procedure that has ensured that our workers are protected from workplace harassment be it physical, verbal, sexual or psychological harassment, abuse or threats.
- We have painstakingly taken measures to eliminate ingredients, designs, defects or side effects that could harm or threaten human life and health during manufacturing, usage and disposal of products.

Labour

- As an organizational policy and guideline, THOMAS CHASE LIMITED does not and will not participate in any form of forced or bonded labour
- Our remuneration and welfare package(s) comply and conform with minimum wage standards
- Our human resources development and management process ensures that our employment related decisions are based on relevant and objective criteria that meets internationally recognized and acceptable standard.

Environment

- We are steadfast in our belief and pursuit of acceptable Environmental management procedures and we strive to avoid environmental damage. This we make possible by the regular but constant maintenance of our production processes. Our processes are well tailored to ensure effective air pollution control, waste treatment and disposal as well as water treatment systems.
- We have put in a system that captures 'near misses' as an organizational method that ensures the prevention of accidents which is also supported by emergency procedures that caters for occurrence of any accident immediately and adequately
- We minimize the use and ensure the safe handling as well as storage chemicals and other dangerous substances. Necessary safety apparels and equipment are provided for their handling processes.

Anti - Corruption

- The corruption index for a country like Nigeria where we operate is rather high. There has however been in the last few years an increased awareness of the need to confront corruption at all levels and strata of the economy. This has helped our organization in no small measure as where now more able to operate without the fear of abusing our organizational principle of not encouraging, participating or being involved in any form of corruption whatsoever.
- We, as an organization will not be involved in any under the table deals to be favoured in contract negotiations, we will not pay or receive bribe or inducement from any sources and in cases where we are compelled to do otherwise, we are

committed to reporting to the necessary governmental agencies even at the risk of losing such projects.

- We have and will continue to ensure that our internal procedures support our company's anti-corruption commitment.

3. MEASUREMENT OF OUTCOMES

Demography of Management:

Total number of Management Staff:	9
Age Bracket:	32- 65
Demography:	
Yoruba (South West Nigeria)	5
Ibo: (Eastern Nigeria)	2
Efik (South-South Nigeria)	1
Hausa (Northern Nigeria)	1

Demography of Employees:

Total number of employees	38
Age Distribution	19 – 59

Demography:

Yoruba (South West Nigeria)	18
Ibo: (Eastern Nigeria)	5
Efik (South-South Nigeria)	3
Hausa (Northern Nigeria)	5
Foreigners:	
Ghanaians	5
Liberians	4

- The Global Covid – 19 pandemic notwithstanding, we did not record any form of occupational disease, major cum devastating injury to any member of our team during the period under review and report.