

UN GLOBAL COMPACT COMMUNICATION ON PROGRESS (COP) – M&E ASSOCIATES LTD

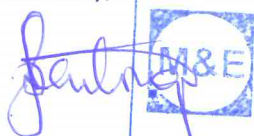
NOVEMBER 2021

CEO Statement

"I am pleased to confirm that M&E Associates Ltd. reaffirms its support to the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environmental and Anti – Corruption. In this our fourth annual communication on progress, we describe our actions to integrate the Global Compact and its principles into our business strategy, culture and daily operations. We are also committed to share this information with our stakeholders using our primary channels of communication."

We have continued, in the course of last year, to sustain the initiatives earlier started, and improve on the implementation albeit similar to the earlier period.

Yours sincerely,



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Eng. Samuel Sebide Sentongo

Managing Director

M&E Associates Ltd.

Human Rights Principles

"M & E Associates Ltd.'s goal continues to make our employees and all our business partners respect the Universal Declaration of Human Rights and Environmental protection. Based on our commitment, we set up a code of conduct to be published on our website, to make our position clear for all our suppliers, employees and partners. Our Code of Conduct complies with ISO 9001: 2008 standards and other international conventions."

HR Implementation

M&E Associates Ltd. is maintaining the following measures to prevent human rights violations in its work locations:

- We continue to make use of the box installed in each location for employees to submit complaints and/or issues with regard to unfair treatment. These complaints are revised by top management and discussed immediately.
- More training sessions were conducted for all employees to raise the public awareness on the human rights issues.
- The manual on HIV and Sexual Harassment at the work place was written and circulated within staff and is regularly reviewed.
- A manual is being developed to cover prevention measures and response to the effects of COVID 19 to be adhered to along the value chain of our business.

Measures

Our organization has had no observed challenges as far as human rights are concerned. We continue to follow a policy of equal works, and compensate staff that go to work out of office in hard to reach areas. Many employees leaving our establishment proceed to higher placements in their careers.

Labour Principles**CEO statement**

Our company continues to update our employee handbook to incorporate Global Compact Values.

Implementation

We hold weekly meetings to keep abreast our workforce on any emerging issues at the workplace. This however has met challenges of Covid SOPs to which we are strictly adhering.

Measurement of Results

We have registered zero cases of industrial discontent.

Environmental Principles**CEO Statement**

Due to the nature of our work, the environmental impact of the engineering consultancy is mostly indirect, via contractors and suppliers. That enables us to influence the environmental awareness and work of our stakeholders.

Implementation

We have visibly displayed our policies on health, environment and driving to enhance acceptance and conformity in the work place. Health and safety activities are a daily routine on our sites.

Measurement of Outcomes

We continue to monitor minimization of emissions and accidents or injury on all our projects.

Anti- corruption**CEO Statement**

M&E associates Ltd. Has a zero-tolerance policy for corruption, bribery and extortion. Neither M&E Associates Ltd. nor any person associated with the company may offer, pay, promise, authorize or receive any bribe, kickback or other illicit payment. We are committed to continuing to provide education for all level of employees up to management about corruption, as well as what to do if one should encounter it.

Implementation

Our transactions are checked by finance and audit departments to ensure compliance and are finally endorsed by the CEO.

Measurement of outcome

M&E Associates Ltd. has not been involved in any legal cases, ruling or other events related to corruption and bribery.

M&E Associates Ltd. has an external audit company to do internal audits every year and the resultant report directly submitted to the Managing Director. Our books of accounts are subjected to statutory external audit annually. These audits are used as one of the methods of identifying any suspicious payments which could be related to bribery or corruption behavior. There has been no such incidents reported in the past year, similar to earlier periods.