

2021

**UN Global Compact Communication
on Progress
KNEWROW RESOURCES**

2021 Report

-December 2021-

UN GLOBAL COMPACT COMMUNICATION ON PROGRESS

KNEWROW RESOURCES

The company has adopted the new normal and has devised methods to adapt to the changes brought by the COVID-19 virus in early 2020. At **Knewrow Resources**, we have taken deliberate actions to protect the lives of our staff by making work more flexible thus, adopting a hybrid pattern of work where staff only resume at the office a few times a week and work remotely other days. Albeit, we have been committed in upholding all the principles of the UN Global Compact since we joined in March 2010.

As a voluntary, multi-stakeholder initiative, the UN Global Compact brings together all relevant actors- government, business, labour and civil society- to advance universal principles in the area of human rights, labour standards, the environment and anti-corruption. By joining the Global Compact, we wish to demonstrate our continuing commitment to advancing the ten principles of the Global Compact in our policies, programmes, and business operations.

This is our Ninth ‘Communication on Progress’ to Global Compact

This report covers the calendar year 2021, we have given a brief description of the Company’s policies, programmes, agreements, and activities that helps promote the principles of the Global Compact that they apply to. Being a medium scale organization, we have been able to report the few activities carried out in each area of the principle, while we intend to do more in the future. For this COP, we have been consistent in sustaining the previous activities carried out to promote the principles of the UNGC.

Company Name: KNEWROW RESOURCES

Date: December 3rd, 2021

Unit: Management Consulting

Address: 13b Fola Osibo Road, Lekki Peninsula, Lekki Phase 1, Lagos, Nigeria

Membership date: March 26, 2010

Number of employees: Currently 15

Country: NIGERIA

Contact Name: Tomiwa Anjorin

Contact Position: Project Advisor

Contact telephone no: +2348137055782

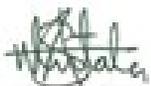
Sector: Services

Brief Description of Nature of Business: The Firm specialized in Management Consulting and providing training services.

Brief Description of Nature of Business: The Firm specialized in Performance Management Consulting and provision of training and advisory services.

Statement of Continued Support: I am pleased to confirm that KNEWROW RESOURCES supports the ten principles of the Global Compact with respect to human rights, labour, environment, and anti-corruption. With this COP, we express our intent to continue in the advancement of those principles within our sphere of influence. We are committed to making the Global Compact and its principles part of the strategy, culture, and day- to- day operations of our company, and to engaging in collaborative projects which advances the broader mission of the United Nations, particularly the Sustainable Development Goals.

We recognize that a key requirement for participation in the Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the ten principles. We support public accountability and transparency, and therefore commit to report on progress annually according to the Global Compact COP policy.



AYO MURITALA
Managing Partner/CEO

HUMAN RIGHTS

PRINCIPLE 1: BUSINESS SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS

PRINCIPLE 2: BUSINESS SHOULD ENSURE THAT THEY ARE NOT COMPLICIT IN HUMAN RIGHTS ABUSES

Our Commitment Policy: We recognize that human rights are an integral part of corporate citizenship, and we respect and support the Universal Declaration of Human Rights and the Guiding Principles on Business and Human Rights: Implementing the United Nations 'Protect, Respect and Remedy Framework'. Our firm has developed a policy that negates Human Right Abuse directly or indirectly. We have also ensured that all our clients and vendors are also not complicit in Human Rights Abuses.

A brief description of our Processes or Systems: The firm ensures that employees' rights are respected, and they are not subjected to harsh working conditions. We have a flexible and friendly work culture which can be regarded as a safe space for every staff.

Actions implemented in the last year/ planned for next year: Within the last three years, our company policy ensured that we do not deal with companies that violate internationally recognized standards on human rights. We adhere strictly to human right laws of the country in our day-to-day operation. In subsequent years, we intend to sustain and improve on the standard we have set.

Measurable Results or Outcomes: With our stand on the above principle, we have gotten more clients, most especially those that share the same value as our organization. The implementation of the principle has contributed positively to the growth of the organization.

Targets for future years: Our plan is to develop a model that can be adopted by most of our clients, which will help them to adhere strictly to human right standard. We also intend to conduct trainings for our clients on how to maintain Human Rights Principles at the place of work.

LABOUR

PRINCIPLE 3: BUSINESS SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING

PRINCIPLE 4: BUSINESS SHOULD SUPPORT THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOUR

PRINCIPLE 5: BUSINESS SHOULD SUPPORT THE EFFECTIVE ABOLITION OF CHILD LABOUR

PRINCIPLE 6: BUSINESS SHOULD SUPPORT THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION

Our Commitment or Policy: KNEWROW RESOURCES works to ensure that it does not discriminate against employees due to ethnic background, gender, age, sexual orientation, or religion. We believe that diversity is a strength that helps to ensure the Company's access to the most talented employees. We therefore work deliberately to promote inclusion at all levels. We do not use forced, compulsory or child labour. We support freedom of association and, where applicable, recognize the right to collective bargaining.

Actions implemented in the last year/ planned for next year: In 2012, the company developed a framework that focuses on staff welfare. The framework describes the Company's commitment to ensuring fundamental employee rights. The framework also ensures that fundamental human rights are being advocated by our clients and vendors.

Measurable Results or Outcomes: We have been able to influence organizations that does business with us on the importance of this section. Through our framework, we have been able to encourage most of our clients to follow in the same direction and for those that are yet to do the same, we have designed a training course for their management staff on diversity in the workplace.

Targets for future years: Having designed a training on this line, we intend to start the advocacy of the UN Global Compact through the Knewrow foundation.

ENVIRONMENT

PRINCIPLE 7: BUSINESS SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES

PRINCIPLE 8: BUSINESS SHOULD UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY

PRINCIPLE 9: BUSINESS SHOULD ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES

Our Commitment or Policy: As part of our vision for the previous year, we were able to partner with JCI IKEJA Chapter in the planting of trees in Lagos. As part of the company's Corporate Social Responsibility, we also supported in clean -up projects on the World Clean-up Day. Organized by the same organization. We are committed to Junior Chamber International, Nigeria, Ikeja Chapter to support them in all their environmental projects. We have also encouraged some of our clients to be eco- friendly.

A brief description of our Process or Systems: We endeavour to use less paper in our operations as a way of being eco- friendly.

Actions implemented in the last year/ plan for next year: We intend to adopt the use of green energy in the office space by replacing the generating plant with a renewable solar energy thereby reducing pollution caused by the use of fossil fuel and embracing an environment friendly energy producing system.

Measurable Results or Outcomes:

Through our collaboration with JCI Ikeja, we have created an eco-friendly environment and contributed to achieving a sustainable environment within Lagos. We intend to remain committed to the planting of a tree on a yearly basis increasing the number of environments we reach from time to time.

ANTI- CORRUPTION

PRINCIPLE 10: BUSINESS SHOULD WORK AGAINST CORRUPTION IN ALL ITS FORMS, INCLUDING EXTORTION AND BRIBERY

Our Commitment or Policy: The organization has developed a code of conduct on corruption and bribery. The code presents a set of guidelines to ensure that the organization and its employees avoid corruption in all its forms, including extortion and bribery.

A brief description of our Processes or Systems: As part of our good corporate governance practices, the Company gives employees the opportunity to be whistle-blowers. If an employee has any knowledge of irregularities, they must be reported. The Company wants to establish and maintain an environment that encourages the free flow of information. We ensure the security of employees who report a suspicion and protect against any retaliatory measures towards them. Reports and questions that are received through the whistle blower system are treated with uttermost confidentiality.

Actions implemented in the last year/ planned for next year: Since 2010 till date, the company has always taken part in any organized workshop that has to do with Anti- corruption, most especially those organized by the UN Global Compact Network in Nigeria.

Measurable Result or Outcomes: We have established a system to assist the management in ensuring that the Company complies with laws, regulations, and ethical standards.

HOW DO YOU INTEND TO MAKE THIS COP AVAILABLE TO YOUR STAKEHOLDERS?

The COP will be posted on the company website after it has been sent to the United Nation Global Compact and will also be part of the end of the year report.