



COMMUNICATION ON PROGRESS (COP)

Period covered by your Communication on Progress (COP)

From: 12/11/2020

To: 13/11/2021

1. STATEMENT OF CONTINUED SUPPORT BY THE MANAGING DIRECTOR

15th November, 2021

To our stakeholders:

I am pleased to confirm that **Maruway Networks 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,



MARUWAY NETWORKS
Invaluable ~ Innovative ~ Experience
★
P. O. Box 37642 - 00100
NAIROBI

Mr. Fredrick Kimaru A. K.

Managing Director

2. DESCRIPTION OF ACTIONS

Human Rights

- ☐ Maruway Networks Ltd has made a public commitment to respect human rights which is backed up by expectations on employees and even our clients
- ☐ The organization has taken adequate measures to train its workers on health and safety topics such as hazard identification and management
- ☐ We have ensured that our employees have access to clean washroom facilities, drinking water and even personal protective equipment

Labour

- ☐ Maruway Networks has taken measures to ensure that it doesn't discriminate its employees directly or indirectly on grounds of race, color, sex, language, religion disability or mental status.
- ☐ Maruway Networks terminates its employees contracts either by effluxion of time where he is entitled to wages earned by or allowances due or through dismissal in which we allow him to submit a report to Labour offices explaining the events leading to his/her dismissal
- ☐ Employees within our firm are entitled to 21 working days of leave with full pay within a period of 12 months
- ☐ Female employees are eligible to 3 months of maternity leave with full pay after which she has the right to return to the job she previously held prior to the maternity leave or to a reasonably suitable job on terms and conditions not less favorable than those which would have applied had she not been on maternity leave.

Environment

- ☐ Maruway Networks helps in environment sustainability by ensuring that waste generated in its processes are reused, refused and recycled
- ☐ Maruway Networks has limited the amount of paper used by using emails and embracing technology as a method of communication and storing data

Anti-Corruption

- ☐ Maruway Networks is an anti-corruption supporting firm that publically condemns corruption and stipulates it in employment and vendor contracts.
- ☐ The firm also conducts regular risk assessments to establish an effective and meaningful ABAC compliance program.
- ☐ Maruway Networks occasionally does its due diligence by fact checking, conducting recurring background screening to identify any red flags and even forensic scrutiny of accounts.
- ☐ Our policies on corruption will have no effect unless we train and communicate to new and even old employees on identifying and avoiding corruption.

- ☐ Since change is constant and unexpected, Maruway Networks regularly monitors and reviews its policies to ensure effectiveness

3. MEASUREMENT OF OUTCOMES

- ☐ Since the establishment of the organization, there has been no reported case of corruption on both the employees and management's side
- ☐ Inducting and training new employees on identifying and how to handle incidents that demand corruption has proven to help develop modesty, diligence and the spirit of hard work amongst employees
- ☐ Employee satisfaction is clearly observed through our compliance to labor regulations such as maternity leaves, entitlement to leave days, signing and renewing contracts and general behavior displayed with their productivity
- ☐ A safety culture has developed amongst employees through trainings in First Aid, working at Height and even their induction to Health and Safety.
- ☐ Our stand on respect to human rights has shown great interest by the public during application for job openings