

NATURAL ECO CAPITAL

The Green Place

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Communication of Progress (CoP)

FEBRUARY 2022

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STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER

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February 1, 2022

To our Stakeholders;

STATEMENT OF CONTINUED SUPPORT

I am pleased to confirm Natural Eco Capital reaffirms its support of the Ten Principles of the United Nations Global Compact (UNGC) in the area of Human Rights, Labour, Environment, and Anti-Corruption.

In this annual Communication of Progress (CoP), we describe our action to continually improve the integration of the Global Compact and its principle into our business strategy, culture, and daily operations.

We also commit to sharing this information with our stakeholders using our primary communication channels.

Yours faithfully



EUGENE ITUA, PhD
CEO, Natural Eco Capital

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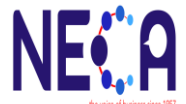
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DESCRIPTION OF ACTION

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About us

INTRODUCTION

Natural Eco Capital is a sustainability firm with a unique cutting edge to support organizations (Public and private) drive for more sustainable resilient business and economy.

Natural Eco Capital, a Member of the Natural capital coalition, works with, financial institutions and investors on emerging sustainability issues as they relate to natural capital, climate change and low carbon economy, Sustainable finance and circular economy. Specifically, Natural Eco Capital provides the people with the pedestal for organizations to manage their financial, social and environmental risks obligations and opportunities for profits, People and Planet.

The company has a mission to promote the Circular Economy concept through recycling in Nigeria. The unique feature of the Natural Eco recycling project is the exclusive focus on delivering tailored solutions to states such as creating employment opportunities for vulnerable women, youth and illegal migrant returnees.

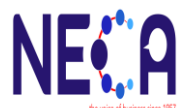
Natural Eco Capital is duly registered with the Corporate Affairs Commission (RC 1324911) and began business operations as an environmental sustainability-driven solution providing company in the country. We are also certified by relevant organizations in Nigeria for sustainability practices.

For effectiveness and impact in relevant fields of human endeavour, the Natural eco-capital is in Strategic Alliance with world reputable institutions such as the United Nations University institution for Natural Resources in Africa and Laurea University of Applied Science in Finland.

Toward the transition to green growth in Africa, Natural Eco Capital supported the African Development Bank (AfDB) in designing and developing climate change screening and assessment tools for green investment, which aims to scale climate action through technology and innovation by the SMEs in the continent.

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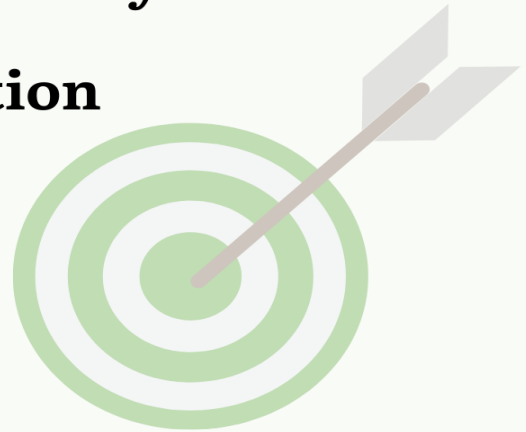
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Natural Eco Capital

CORE VALUES

- Professionalism and ethics
- Value addition to clients' needs
- Collective Responsibility
- Leadership Motivation



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OUR VISION

Be the leading firm in the drive for the integration of sustainability principles and practices into a business decision, strategies and policies.

OUR MISSION

Provide the platform for our esteemed clientele to harness opportunities from sustainable business practices and green growth.

OUR SERVICES

At Natural Eco Capital, we provide expert service in the following area:

- Natural Capital Valuation and Accounting
- Natural Capital Business Opportunities
- Green financing and Investment
- Sustainability Plans
- Resources Efficiency and Circular Economy
- Loss and Damage Assessment
- Renewable Energy and Efficiency
- Climate Change and Green House Gas Emission Audit.
- Environmental Assessment, planning and Management
- Training Capacity Building and Knowledge Management.
- Carbon Registry
- Sustainable consumption and production.

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Our Team

Natural Eco Capital prides itself conveying competent professionals with extensive and diverse experiences, working at the forefront of environmental sustainability. This places her on a pedestal that enables her to take up highly technical and professional jobs/projects, completing them within schedule. We seamlessly align our structure and capabilities to our strategy thereby providing solutions to our clientele and the community where we operate.

Clientele Motivated Approach

We have built a strong response to understand our clientele's needs. This is a strong performance driving force in our operations to ensure satisfaction for service given and a sustainable environment for all-inclusive growth.

Scope of this CoP

This COP report covers our internal operating procedures as they relate to our clientele, staff, contractor, and the community where we operate in consonance with the four main sections of the UN Global Compact (Human rights, Labour, Environment, and Anti-corruption) Principles.

**This Covers our Financial Period for 2021*

Introduction

The COVID-19 pandemic has affected businesses and also introduce a new world for operation. Due to this, some of the activities in the organization are pretentious.

The company introduced the use of virtual and physical engagement in the workplace and promotes awareness to sensitize the public on green recovery from the pandemic.

A. Human Right

We remain committed to running a people-centered business environment where personnel of the organization is given the privilege and opportunities to thrive and unleash their potential. Employees are driven to “own” their job responsibilities. This strategy has given each employee equal opportunity to excel at work.

Our employee training policy applies to all employees, regardless of contractual status, that is including employees on permanent and fixed-term contracts and students working their in-service (intern) period., As part of our commitment, we;

- Ensure workers are provided safe, suitable, and sanitary work facilities
- Protect workers from workplace harassment, including physical, verbal, sexual, or psychological harassment, abuse, or threats
- Take measures to eliminate ingredients, designs, defects, or side-effects that could harm or threaten human life and health during manufacturing, usage, or disposal of products
- As the pandemic has introduced the new work-life, necessary preventions are given such as hand and surface sanitizers at the workplace and provision of nose mask to all workers
- As part of our job, our employees have the right to their privacy in the workplace.
- Prohibition of discrimination as we work with diverse individuals from different backgrounds and religions, our employees have the right to freedom in the workplace.
- There is a scholarship scheme for some of the staff who wishes to further their education.

For the capacity development of our workers in the changing work world, a brief description of our processes are shown below;

- Optimizing individual and collective performance and supporting growth by incorporating a diversity of professional expertise and the international dimension of the business.
- Ensuring the convergence of needs and skills between the various sectors of the company and employees' aptitudes.
- Preparing employees' development in their current and future assignments and thereby encouraging their mobility.
- Encouraging knowledge sharing within Natural eco capital through the ca capitalization and dissemination of knowledge and expertise and sharing of procedures.

B. Labour

We have developed a functional policy for our operations, with both national and global inclination, for optimal support of our workforce. We adhere strictly to available laws and regulations against forced labor and zero tolerance for gender, race, color, political or religious discriminations.

For health-related concerns, we also run zero-tolerance discrimination for HIV and COVID-19 status concerning employment and promotion at work. The following are highlights of some of our engagements.

- Ensure that the company does not participate in any form of forced or bonded labor
- The pandemic has caused recession due to low business revenue but the company ensure that they comply with minimum wage standards and not reduce the workers' wages
- Ensure that employment-related decisions are based on relevant and objective criteria
- A health scheme HMO is being set up by the organization I supporting the wellbeing of the staff

Our recruitment process is structured and has a documented policy that strives to maintain diversity through gender, skills, race, values, attributes, and characteristics while offering equal opportunity to all potential candidates. This is also evident in our system as we do not recruit minors (under 18 years) - which is a violation of children's rights - into our workforce. Our compensation policy ensures employees are entitled to additional benefits to their salary. Applicable allowances, relating to duties executed within the State and beyond are remunerated with outstation allowances/estacode as the case may be.

Our stride towards ensuring a holistic training and development opportunity among employees reflects in our process of providing equal opportunity for employees' continuous growth both professionally and academically. This has helped to provide the system with an effective and efficient workforce, which relationally has created mutual benefits between the employer and the employees.

C. Environment

As an environmental sustainability consulting company, the environment is at the core of all of our activities. We believe that the 3 core pillars of sustainability (People, Profit, Plant) cannot be fully achieved if the environment is not put into consideration.

We are committed to ensuring that good health, safety, and environmental performance are achieved, this being an integral part of efficient and effective services through pursuing the goal of no harm to people and the environment. Natural Eco Capital is committed to continuous updates of its activities to ensure minimal or no waste generation vis-à-vis the prevention of environmental pollution. We

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are equally committed to the review at intervals, her health, safety, and environmental policy to reflect the reality of the current situations.

We are guided by basic principles in our operation. This Include:

- Making Health, Safety, and Environmental considerations of top priority in her planning and activities.
- Operating her business in compliance with relevant environmental standards and legislation in Nigeria and elsewhere as well as reviewing at predetermined intervals, her Health, Safety, and Environmental policy to show the true picture of prevailing legislation and conditions.
- Ensuring the protection of the environment within her operation base.
- Making sure that any negative impact of her activities on all stakeholders, community, and the environment are minimized.
- Contributing to Sustainable Development through efficient utilization and conservation of resources, waste minimization strategies, adoption of pollution prevention programs, and energy management systems.
- Ensure the regular training of employees that will sustain the acquisition of adequate competencies in terms of getting requisite HSE information to be able to act responsibly when the need arises.
- Avoid environmental damage via regular maintenance of production processes and environmental protection system (air pollution control, waste, water treatment systems, etc.)
- Ensure integration of emergency preparedness and contingency plan to address accidents affecting the environment and human health
- Minimize the use and ensure safe handling and storage of chemical and other dangerous substance

Anti-Corruption

We are committed to working against any form of corruption, within or outside the office.

A brief description of our processes

We have sustained the practice of subjecting all expenses accrued to projects that are scrutinized by the Accounts Department. Employees MUST retire all expenses in line with cash provided for projects. All expenses are receipted to ensure accountability of funds released. Contractors are recruited based on professionalism and hands-on experience for each specific project.

Department heads confirm all budgets for projects and approve such as prepared by the employee executing the project. The CEO gives final approval for disbursement of the fund after checks by the Accounts Department. On completion of the project, the employee responsible for the execution of the project retires all expenses made with an adequate receipt for expenses

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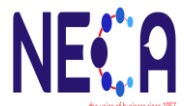
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MEASUREMENT OF OUTCOMES

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The following are our measures to carry out all of our commitment

Human right

- Provide health care grants to employees
- Improve equal rights for roles and responsibilities among the workforce
- Continuous support and respect by the business to the protection of the internationally proclaimed human right
- Improve on the workplace protection of persons in avoiding sexual Harassment at work in any form
- Provision of a scholarship scheme for staff

Labour

In a bid to encourage and reward our long-serving employees, THE LONG SERVICE AWARD will be planned at the end of the year, to reward our employees who have distinguished themselves in meritorious service in years and accomplishments. Also, to ensure work balance life compulsory enforcement of leave shall be introduced.

Environment

- Continue to ensure that all activities are conducted under the company's HSE policy, clients' HSE policy/instructions, and other relevant rules and regulations.
- Ensure that the use of paper is minimized in the company and promote reuse of disposable items
- Maintain the prevention of injuries through the identification and elimination of injury causes and unsafe acts and conditions within the work environment.
- Maintain zero Lost Time Injuries at work
- Increase advocacy on all our communication platforms the promotion and Knowledge of SDG
- Broaden the knowledge of our stakeholders on the economic value of environmental sustainability

Target

We remain committed to improving transparency with regards to the selection of consultants for projects, expression of interest for projects, and extensive training for our account officers in financial management and integration of the best financial Code of Conduct into business operations.

Company Name: Natural Eco Capital Limited

Date: February 2021

Address: The Green Place, 17, Akingbola Street, Oregun Ikeja Lagos.

Membership Date: February 2019

Country: Nigeria

Number of Employee: 20

Contact Name: Rantiola Akinola

Contact Position: Chief Head, Training and Communications

Contact Person Number: 08183869940

Sector: Consultancy (Environmental Sustainability)