

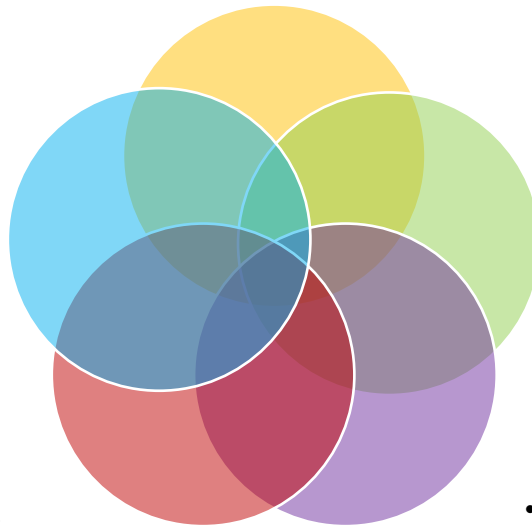
Communication of Progress 2021



Company Name:
Multiple
Development
Services Limited
(MDS)

• **Country:** Nigeria

• **Date:** 2021



• **Membership date:**
October, 2017

• **Address:** 17 Akingbola
Street, Oregun, Ikeja,
Lagos



Contact Name:
Emmanuel Chidiebere



Contact Position: Chief
Business Officer (CBO)



**Contact Telephone
Number:**
08028964515



Sector: Consultancy
(Health, Safety, Social
& Environment
Management)

Statement of Continued Support

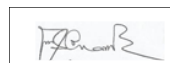
I am pleased to confirm that Multiple Development Services Limited supports the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption. With this communication, we express our intent to implement those principles.

We are committed to making the UN 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 advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. Multiple Development Services Limited will make a clear statement of this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the UN 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 within one year of joining the UN Global Compact, and annually thereafter according to the UN Global Compact COP policy.

Name: Funso AKANDE

Signature:



Position: Chief Operating Officer

Who We Are

MDS was incorporated in the year 2003, and as a wholly-owned indigenous firm, has the cutting edge to aid responsible corporate organizations to creatively seek ways that better align them with the future expectations of the society.

Our focus is helping private and public clients to improve their health, safety, and environmental performance, operational effectiveness, and competitiveness as well as reducing social risk by working closely with our growing clientele in building unique strategies.

The practice of the organization is the application of integrated and multidisciplinary approaches in solving essentially, social, health, safety, and environmental problems for our treasured clientele.

WHAT WE DO

Our services include: *Training, Capacity building & Manpower Development, Environmental studies (such as ESIA, EIA, EER, and EA), Resettlement Action Plans Preparation and Implementation, Environment-Oriented Cost Management (EoCM), Development and implementation of Environmental Information systems (environmental data bank establishment), Environmental economics and planning, Social impact and risk assessment, Land use and Geographic Information System (GIS), Environmental Resources management; among others, Waste Management Consultancy, Management Systems such as ISO standards, Community Relations/Consultation, Site Assessment, Reclamation, and Remediation, etc.* Over the years, MDS has demonstrated professional effectiveness and strong knowledge in Safeguard Issues and Management (sustainability issues) across various sectors of the economy, a number of which is supported by different Development Partners such as the World Bank, African Development Bank, CIDA, DFID, etc.

LAURELS

A Recipient of Award Winner of the West African Most Outstanding HSE Management Company Award, 2012 & African Order of Merit Award in HSE Consultancy 2011 as well as a Technical Partner to SON on ISO 26000 Guidance Standard on Social Responsibility. This makes us an established Safeguard Specialists organization.

OUR VISION

We envision the promotion of self-sufficiency, problems analysis, critical thinking, and problem-solving for our esteemed clientele

OUR MISSION

Working closely with our clients to build safeguard strategies with a view to achieving high performance, operational, effectiveness, and competitiveness in the highest professional manner through excellent service.

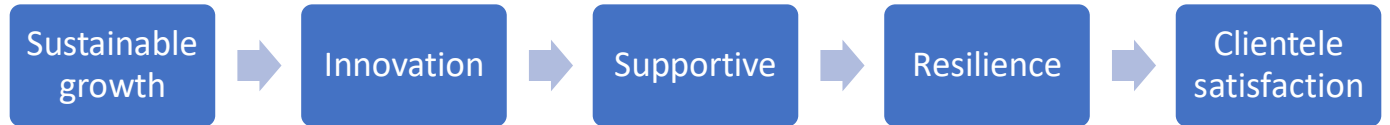
OUR TEAM

MDS prides herself on very competent professionals with extensive and diverse experiences, working at the forefront of social, health, safety, and environmental management. 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 clienteles 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.

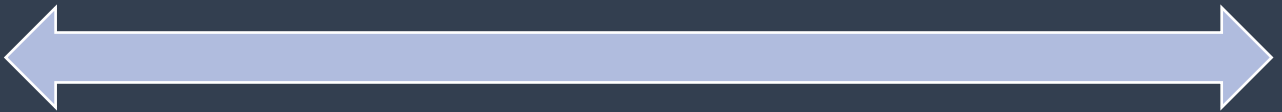
Our Values



Scope

This COP report covers our internal and external operating procedures as they relate to our clientele, staff, contractors, 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





Our Commitment

We have built resilience in tackling the impacts of the COVID-19 pandemic, as we committed to supporting our employees to build individual resilience, and as an organization, corporate resilience. Our ethos for People, Planet, and Profit have been the driving force behind our operations. We continue to engage our staff to “own” their job responsibilities, a strategy that was reinforced during the Staff Strategic Meeting for 2022.

In line with National Labour Laws, we have strived to ensure adherence while remaining committed to the non-violation of staff human rights.

A brief description of our Processes

We are organized around the following key focus areas:

- ☐ Optimizing individual and collective performance and supporting growth, by incorporating: - diversity of professional expertise; - the international dimension of the business;
- ☐ Ensuring the convergence of needs and skills between the various sectors of the company and employees' individual aptitudes;
- ☐ Preparing employees' development in their current and future assignments and thereby encouraging their mobility;
- ☐ Supporting or anticipating change, particularly in the following sectors: - technology; - organization, management, and circular economy
- ☐ Encouraging knowledge sharing within Multiple Development Services through the capitalization and dissemination of knowledge and expertise and the sharing of methodologies.

Actions implemented in the last year/planned for next year

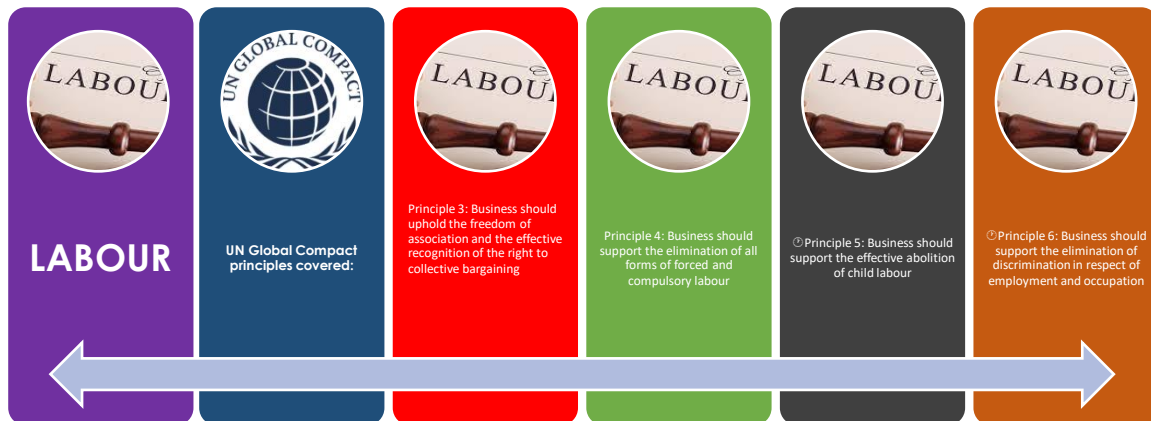
All the staff are granted equal opportunity to access the on-the-job Masters' degree scholarship scheme without any form of bias.

Measurable Results

- ☐ Continuous In-house training for staff
- ☐ A functional and effective 5-man HSSE Committee comprising management representative, safety representative, first aiders, and a fire warden
- ☐ Occupational Safety and Health Performance: Number of fatalities, no Lost Time Injuries (LTI), no Fatality Injury Incidence (FII) and Lost Time Injury Frequency Rate (LTIFR) in the last year

The target for Future Years

- ☐ No bias in roles and responsibilities among the workforce
- ☐ Continuous support and respect by the business to the protection of internationally proclaimed human rights
- ☐ Improvement on the workplace protection of persons in avoiding sexual harassment atwork in any form
- ☐ Employee Handbook for all



Our Commitment

We remain committed to our functional policy for our operations, with both national and global inclination, for optimal support of our workforce. We continue to adhere strictly to available laws and regulations against forced-labour and zero tolerance for gender, race, colour, political or religious discrimination. Our COVID-19 guidelines have been designed to safeguard all cadre of the workforce.

A brief description of our Processes

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. We remain committed to applicable allowances, relating to duties executed within the State and beyond as they are remunerated with outstation allowances/estacode as the case may be.

Actions implemented in the last year/planned for next year

A rapid COVID-19 screening has been conducted for all staff, and at the moment all staff screened are negative and continue to maintain relevant guidelines and regulations to ensure protection. A varying degree of COVID-19 gabs has been received by workers to minimize chances of infection by community transmission or travels (local or international). Despite the economic burden of COVID-19 on labour, we have continued to maintain and remain committed to a healthy employee status amidst the global impact of the pandemic.

Measurable Results

- We have continued to maintain the balance in the gender percentage for the labour force over the year in view, 2021. This has subsequently improved healthy work relationships within the organization.

The Target for Future Years

The management has renewed the staff welfare package at all levels. **THE LONG SERVICE AWARD** remains a commitment for the management, to reward our employees who have distinguished themselves in meritorious service in years and accomplishments.



Our Commitment

We remain 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. Our commitment to continuous updates of our activities in order to ensure minimally or no waste generation vis-à-vis the prevention of environmental pollution remains intact. We are equally committed to reviewing at intervals, our health, safety, social and environmental policy to reflect the reality of the current situations.

A brief description of our Processes

We are guided by basic principles in our operations. This includes:

- HSE documentation of our processes and procedures.
- Making Health, Safety, and Environmental considerations of top priority in her planning and activities.
- Operating our business in compliance with relevant environmental standards and legislation in Nigeria and elsewhere as well as reviewing at predetermined intervals, our Health, Safety, and Environmental policy to show the true picture of prevailing legislation and conditions.
- Ensuring the protection of the environment within our operation base.
- Making sure that any negative impact of our 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 programmes, 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.

We also believe that:

- Environmental problems know no frontiers.
- All injuries and occupational illnesses can be prevented.
- Safety is everyone's responsibility.
- All operating procedures can be reasonably safeguarded.
- Preventing injuries and incidents contributes to business success.
- Working safely is a condition of employment.

Activities implemented in the last year

- ☐ Renewal of all environmentally related consultancy certifications
- ☐ Improved compliance status to all statutory environmental requirements

Measurable Results

- ☐ We have continued to maintain a zero regulatory fine including within the year under review, 2021
- ☐ 100% compliance to regulatory requirements operations as an environmental consultant
- ☐ Zero communal unrest as a result of workplace operation (office and off-site)
- ☐ Zero reputational, legal, and other business risks

Targets

- ☐ Continue to ensure that all activities are conducted in accordance with the company's HSE policy, clients' HSE policy/instructions, and other relevant rules and regulations.
- ☐ HSE documentation of our processes and procedures
- ☐ 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



Our Commitment

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

A brief description of our Processes

We have continued to sustain the practice of subjecting all expenses accrued to projects to scrutiny 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 COO gives final approval for disbursement of the fund after checks by the Accounts Department.

On completion of a project, the employee responsible for the execution of the project retires all expenses made with the adequate receipt for expenses.

Activities implemented in the last year

We remain committed to the implementation of UNGC's principles into our operations, with a keen interest in anti-corruption.

Measurement Result

We remain committed to ensuring best practices in relation to clients' operations to improve our financial relationship with our clients and work against any form of corruption. We have introduced our fraud policy/procedures into induction programmes for existing and new employees, sub-contractors, and sub-consultants to minimize incidences of any form of corrupt businesses

Targets

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 operation.

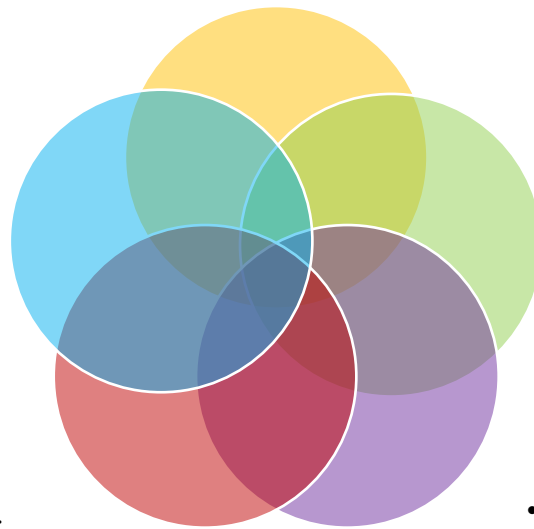
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