

ALPHA ASSOCIATES TANZANIA LIMITED

CoP REPORT

2019 - 2021



United Nations
Global Compact

Contents

1. STATEMENT OF SUPPORT.....	2
2. Statement of continued support:	2
3. Description of Actions.....	3
Human Rights.	3
Labour.....	3
Environment	4
Anti Corruption.....	4
i. Our commitment.....	4
4. MEASURES OF OUTCOMES.....	4

1. STATEMENT OF SUPPORT

Alpha Associates became a signatory company of the UN Global Compact in 2015. Since then, we have fully embraced the ten universal principles in the areas of human rights, labour, environment and anti-corruption and regularly report on our performance and we are hereby declaring our continued support the UNGC Movements. Thus; Alpha Associates will continue being committed and incorporating the ten principles in both our efforts, dealing and in our own operations.

2. Statement of continued support:

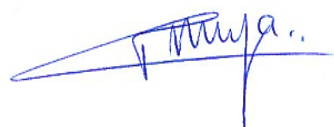
To our Stakeholders:

I am pleased to confirm that Alpha Associates Tanzania Limited is reaffirming our continual support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption. Despite the few challenges we have been facing due to Covid-19 pandemic.

Every year passing by is a reminder for us to be committed beyond what is asked for. Learning from each other and every contributing factor has given prospective to our efforts. Challenging ourselves to do better via these goals has aligned our decision-making system. We commit and assure all the stakeholders involved to deliver the offered services and adapting technology.

In this Communication on Progress report, we had aimed at developing and introducing systems and strategies designed around the sustainable development goals. These strategies describe our actions to continual improvement through integration of Global Compact and its principles into our business strategy, culture and daily operations through the adapted Enterprises Resources Plan software (ERPnest software) We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,



Dr. Alphonse D. Massaga
Managing Director

3. Description of Actions

This report contains information on how we are inculcating the very DNA of The Un Global Compact, SDG and social impacts related to Alpha Associates transactions as well as our internal footprint. Furthermore, the report also includes our policy commitment and challenges. At the same time, the report constitutes our Communication on Progress under the UN Global Compact regarding human and labour rights, environment and anticorruption. Alpha Associates will continue reporting annually, and this report contains information pertaining to activities that took place in the period of 2019 to 2021.

Human Rights.

We are a team of 10, alike any other families, Alpha ensure a safe and justified environment for all. We also ensure all our family member (workers of all kinds) are provided with safe, suitable and sanitary work facilities to ensure social responsibility and sustained growth especially in a time of Covid-19 crisis.

2020 has been an unpredictable and extraordinary year. Not only because of the global pandemic, but also in terms of the globally accelerated focus on the environment, business and social issues, which have featured largely in the public debate and economical challenges.

Having workers and clients from across Tanzania, have created a workplace with individuals from various backgrounds who bring with them their rich grassroot culture of peace and harmony. Uniting people from all walks of life has assured us that if the belief we have inculcated as a company to learn from each other and live by the experiences. This belief has led to a natural environment where there is no harassment, including physical, verbal, sexual or psychological harassment, abuse or threats to any individual of any kind.

Labour

Our Human Resourcing division lead by Ms. Beatrice believes in a very holistic approach for retaining any kind of work force engaged within the company. Over the years with her background from social work has ensured that the company does not participate in any form of forced or bonded labour.

The holistic approach has led us to lean and adopt a lifestyle and policies which understands and emphasis the need of every individual. We have understood that very basic need for wages for any human life is not the materialistic comforts but peace of mind and justice. Given the current circumstances, we as company; our values have taught us to never deprive any individual of their basic

right to rightful wages. Hence, complying with minimum wage standards.

Environment

Consultation as part of our main activities, all our activities and actions are naturally developed to avoid environmental damage and we continue consulting our clients to maintain and never take charge into polluting environment or impact environment in negative way. This brings a sense of value and respect for nature and its belongings.

Anti Corruption.

Growing up in a democratic country, with a complying background and nature of our business as a business consultants and accountants has always taught us about the competition which lies within an open market, with modern technologies these markets have become more transparent on both ends from a buyer point of view he/she gets to engage in multiple option at a better comparative market price equally for the seller who gets the reach of a larger audience/customer base. Hence these adoptions mitigate any chances for the risk of corruption while doing business. At Alpha we have adopted major transition towards digital medium, creating an open and fair working environment for all stakeholders.

i. Our commitment

Alpha Associates is committed to working transparently and we are against corruption in all its forms, including extortion and bribery. No employee or associate will take or receive bribes of any form or involve themselves in situations that may give rise to any potential conflicts of interest. Our commitment means that we will not only abide by all applicable laws in this respect, but will act in the spirit in which they were made. Our commitment applies to our own operations, our field of influence and our work with our clients and partners/stakeholders.

4. MEASURES OF OUTCOMES.

Current Standing

- Covid-19
 - Staff have been given the flexibility to go into the office in limited numbers if they are unable to work at home.
 - Greater use of video calls e.g., through Microsoft Teams, zoom for work meetings and for social events to encourage social interaction, adapting ERPnext Software has enabled the company business transaction to be conducted virtually
- At the conclusion we once again assure our commitments towards the contributing factors for achieving the Sustainable Development Goals by abiding with UN Global Compact 10 Principles.