

COMMUNICATION ON PROGRESS (COP)

1. *STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER*

Dear Mr. Secretary-General,

It has been a year since we made our commitment at **Vesselnet Integrated Services Limited** to support and be guided by the Ten Principles of the United Nations Global Compact on human rights, labour, environment, and anti-corruption. We are glad to report that we are making reasonable progress on the implementation of our commitment, and we are also carrying all our major stakeholders along by making useful information available both online and offline.

In the last twelve months, we have ensured compliance and adherence to our commitment to protect the environment by ensuring compliance to our environmental policy and also ensuring that our activities at **Vesselnet Integrated Services Limited** do not contribute to environmental degradation. This policy is made available to all interested and relevant stakeholders both internal and external; and they are made to understand the importance of aligning their individual actions with the policy.

Furthermore, **Vesselnet Integrated Services Limited** in its bid to make affordable, clean, and renewable energy available for the public in Nigeria and West Africa has launched its green energy initiative and has deployed it in a few states in Nigeria. We are intensifying our efforts by ensuring that more states benefit from this initiative.

Our organization has ensured its commitment to gender equality and non-discrimination by ensuring total adherence to our policies on Anti-discrimination and human right. Our recruitment and selection process follow these established policies, and we are working tirelessly to ensure gender balance in our organization. Also, we have zero tolerance for corruption which has prompted the enactment and enforcement of our Anti-corruption policy.

Highlighted above is our commitment and we pledge to always stand by them as well as giving feedback on relevant actions and policies put in place by our organization to ensure they are achieved.

Sincerely Yours,



Mr. Andrew Ndaaji

C.E.O/ Managing Director

2. DESCRIPTION OF ACTIONS

Human Rights Principles

Vesselnet Integrated Services Limited's goal is to ensure that our employees and business partners respect the local and international declarations on human rights. Based on our commitment to this principle, the following actions have been implemented.

- We ensured that our employees are provided with safe, suitable, and serene work environment
- We protect workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse, or threats by ensuring that all staff have a copy of the anti-discrimination and harassment policy; and ensuring the adherence and implementation of the policy
- We have set up a code of conduct which guides the activities of staff of Vesselnet Integrated Services Limited.
- Trainings have been conducted on ensuring that employees fully understand what is contained in the company's code of conduct and Anti-discrimination policy.
- We regularly conduct safety audits and inspections to identify hazards or harm that could threaten human life and health during execution of job activities.

Labour Principles

- We ensure that the organization does not participate in any form of forced or bonded labour.
- We ensure that all employees get the staff handbook which details the responsibilities and right of every employee of the organization.
- We comply with the minimum wage standard of the country.
- We ensure compliance to applicable Labour laws in the industry, state, and country.
- We ensure the provision of PPE and the enforcement of the proper use of the PPE's.
- We have regular "village" meetings where we discuss with all staff, and they are free to raise issues that concern them in relation with the job and the company.

Environment

- We avoid environmental damage by adhering to the maintenance schedule for our asset that can cause any form of damage to the environment.
- We ensure that our different kinds of waste are segregated and properly disposed.

- We have our emergency response procedure properly documented and communicated to all staff to prevent and address accidents affecting the environment and human health.
- We implement Environmental management system (ISO 14001:2015) with established procedures and set objectives to aid compliance to the requirements.

Anti-Corruption

- We ensure that our Anti-corruption policy is made available to all interested and relevant stakeholders.
- Vesselnet Integrated Services Limited has zero-tolerance policy for corruption, bribery and extortion.
- We ensure that our internal processes and procedures support the company's established anti-corruption policy.
- We communicate our anti-corruption policy and ethical behaviour in contracts with our business partners and sub-contractors.

3. MEASUREMENT OF OUTCOMES

HUMAN RIGHT AND LABOUR PRINCIPLES

Over the last year, issues related to human right and Labour principles have been addressed and resolved by conducting quarterly "village" meetings and annual staff satisfaction survey. The staff satisfaction survey helped to identify areas where the company needs to improve upon, and corrective actions are presently implemented. Also, issues that are not resolved during the "village" meeting are handled by the Human resource department and the resolutions communicated to the Top management.

ENVIRONMENT

The implementation of green policy within the organisation has helped in the reduction of energy consumption. Our employees only print documents when it is mandatory to print as we encourage them to try as much as possible to avoid making use of papers. These acts have not only helped in preserving the environment but has also helped in reducing the amount spent on resources used. We are also in the process of renewing our ISO 14001:2015 (Environmental management system) certification.

ANTI-CORRUPTION PRINCIPLES

Vesselnet Integrated Services Limited has not been involved in any legal cases, rulings or other events related to corruption and bribery. Vesselnet Integrated Services Limited has an approved

external audit company that does financial audit for the organisation annually. This audit is used as a method of identifying any suspicious payment which could be related to bribery or corruption behaviour. Also, for every payment made, there is an approval system and records are retained with proves about where every naira goes to ad what is done with it. Over the last year, there has been no incident of bribery or corruption.