

2021 United Nations Global Compact Communication on Progress

Participant: Ends International Company Limited

Published: 24th February 2022

Statement of continued support by the CEO from Ends International Company Limited

We, Ends International Company Limited, are honored to reassure our support for the ten principles of the UN Global Compact in the areas of Human Rights, Labor, Environment and Anticorruption.

In this annual Communication on Progress, we give a detailed account of our actions to incorporate the Global Compact and its principles into our business strategy, culture and daily operations.

We are also committed to share this information with our stakeholders using our primary channel of communication.

Yours Sincerely,

Sharon Thuku

CEO

Ends International Company Limited

Dated: 24th February 2022

1. HUMAN RIGHTS

Assessment policy and goals

Ends International Company Ltd continues to encourage all the stakeholders we engage with during business on the relevance of human rights. As a company, there is a policy that supports protection of human rights.

Implementation

Human rights are the basic rights that everyone should have irrespective of color, age, race, gender, religion. Our company ensures that the employees are fully aware of human right. There is a system in place to educate them.

The company was a stakeholder in a program whose primary objective is food security. Household water pans are done in rural areas in Kenya to empower small - scale farmers. By doing so, these farmers are able to earn a living to sustain and provide for their families.

The company has been privileged to be part of the program for 3 years so far 2019,2020 and 2021.

The greatest challenge our company faces relating to human rights is the unintended payment delays to our casual laborers, due to delayed payments by our clients on completed and ongoing projects. Additionally, when the bank impedes in granting us the project financing approval, it consequently affects our financial plans.

At the dawn of any project handed to us, we identify ourselves to the local leaders and security officers to make certain that our employees safety is guaranteed. This brings forth the best way to handle disputes when disagreements arise.

There is an absolutely **zero tolerance policy** against gender, age discrimination and sexual harassment. Being in a male dominated industry operating in a society, such violation of human rights is very sensitive to us. When an employee needs the company to chip into and give help or guidance on their personal projects, we hold their hand.

Measurement of Outcomes

An open communication channel is present in senior management, middle and low-level management whereby our employees, customers and partners are given an opportunity to give feedback and air out their grievances especially if their rights have been violated.

Discipline is an important value to have. We have ensured that it is not overlooked most especially during recruiting of new employees. We mentor and train our employees on how to conduct themselves and relate to each other

2. LABOR

Assessment, policy and goals

In addition to following the labor laws and guidelines of the government of Kenya, Ends International Company Limited is in support of the UN Global Compact Principles on labor standards.

Implementation

Forced labor is not condoned. A system, which does not demand or execute forced labor nor permit its exaction, has been put in place. Child labor is not tolerated in our company. Furthermore, our employees are not paid below the minimum wage standard that has been set. We ensure that our employees do not face discrimination based on gender, age, religion or individual related.

We are also aware that some factors such as traffic may affect the work input of our employees. Therefore, three working shifts have been enhanced; that is, 7am-4am, 8am-5pm and 9am-6pm. One has freedom to pick what works for them.

Medical covers are availed to the employees. Depending on the welfare of the business, employees are given yearly bonuses.

Measurement of outcome

All of our employees, partners and customers are given an opportunity to give feedback either positive or negative. Where negative we rectify. In case of any frequent replacement of employees and their absenteeism, the issues that could have caused it are looked into and addressed.

3. ENVIRONMENT

Assessment policy and goals

Ends International Company Limited supports the UNGC Principle on the environment.

Implementation

As a construction company, the disturbance of the natural state of the surrounding is inevitable during the construction of a road, pipeline or dam. Therefore, the employees are guided through and advised on the importance of conserving the environment. Hence, proper disposal of waste material is observed.

We are focused in minimizing waste material and other harmful products mostly with regards to construction that may end up tampering with nature.

Pit latrines are constructed before the start of any construction project.

Measurement of Outcomes

We take photos that evidently show how the site was found and the result after construction has taken place.

4. ANTI-CORRUPTION

Assessment policy and goals

Ends International Company Limited supports the UNGC Principle on Anticorruption.

Our company strives to eradicate corruption in any of its forms, be it bribery, fraud, extortion and collusion, just to name a few. We strongly believe in having values such as honesty, transparency, integrity and accountability when doing business.

Implementation

In both developing and developed countries, corruption negatively affects the society by rerouting resources meant for the economic growth of a certain country. Our aim is to practice having sincere conversations and do everything in our power to maintain honesty in our company.

Measurement of Outcomes

Ends International Company Limited acknowledges that corruption is a disease that needs to be eliminated in the society. Carrying out audits from time to time as a way of determining whether there are any malicious payments made in relation to corruption.

Our employers, partners and clients are encouraged to voice out in case they experience corruption.

COVID - 19

The year 2021 has been a tough and testing year due to the COVID 19 pandemic that struck the world in 2020. Covid-19 has negatively impacted many businesses globally and as the world starts to open up and we adjust to living within the new normal. As a company we were privileged enough that we did not close down despite the fact that we may have lost opportunities due to the pandemic.

SUSTAINABLE DEVELOPMENT GOALS JOURNEY

We created synergy with other construction companies in the year 2021, around 200 women have been employed in different projects. This has been a huge step towards achieving gender equality.

Financially empowering a woman touches on the following sustainable development goals.

Namely:

| | | |
|--------------------------------------|----------------------|---------------------------------|
| No poverty | Zero hunger | Good health and well being |
| Quality education(for the children) | Gender equality | Decent work and economic growth |
| Clean water and sanitation | Reduced inequalities | |

Signed

Name: Sharon Thuku

In Capacity: CEO

On Behalf of: Ends International Company Limited

Dated: 24.02.2022