

COMMUNICATION ON PROGRESS (COP)

BASIC TEMPLATE

Period covered by your Communication on Progress (COP)

From: To:

1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER (OWNER OR PRESIDENT IN THE CASE OF SMALL BUSINESSES)

Please use the box below to include the statement of continued support signed by your company's chief executive

15th March 2022

To our stakeholders:

I am pleased to confirm that Kenya Airways reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Allan Kilavuka
Group MD & CEO

2. DESCRIPTION OF ACTIONS

Human Rights

Please use the box below to describe **actions** your company has taken in the area of human rights. Examples include:

- KQ has policies and procedures that are compliant with the provisions of the law
- KQ ensures observance of human rights in all countries of operation
- Kenya Airways provides its staff with a safe work environment and every staff, visitor, client and third party has a right to report hazards and participate in safety reporting via online platforms and safety health and environment committees.
- KQ ensures protection and promotion of gender equality in all job groups and leadership positions

Labour

Please use the box below to describe **actions** your company has taken in the area of labour. Examples include:

- Kenya Airways has recognition agreements with 5 Unions and a live Collective Bargaining Agreement.
- Compliant with law on forced labour, child labour and discrimination in all countries of operation
- Kenya Airways has a code of business conduct, the code outlines ethical principles and standards that all employees are required to adhere to.

Environment

Please use the box below to describe **actions** your company has taken in the area of environment. Examples include:

- Kenya Airways conducts environmental audits and assessment to identify actions of improvements.
- Protection of the ecosystem by implementing several environmental management systems.
- Prohibits environmental destruction through cutting of trees, air pollution and water treatment systems.
- Protects the environment from hazardous material spillages, provision of spill kits and staff training on how to handle spillages.
- Promoting proper waste management systems which include proper handling of hazardous wastes at waste generation points, segregation, storage, transport and treatment. This is done through staff awareness, provision of proper waste holding points and contracting National Environment Management Authority waste approved handlers.
- Participation in carbon off setting

Anti-Corruption

Please use the box below to describe **actions** your company has taken to fight corruption. Examples include:

- Code of Business Conduct and Ethics provides for standards of work ethics and how to deal with gifts. Sanctions are provided for contrary behaviour and embedded on the HRM
- KQ Whistleblowing Policy has been developed to set out broad guidelines that enables employees who have information regarding financial impropriety, unethical, dishonest, discriminatory, or illegal practices to come forth and to report to management without fear of retribution or recrimination.
- KQ has a supplier code of conduct - The code outlines the ethical principles and standards that all Kenya Airways suppliers are required to comply with in their dealings with Kenya Airways.
- KQ has a whistle blowing platform - This is a channel / platform where staff can raise matters of concern in confidence. This platform supports the enforcement of the Code of Business Ethics and Conduct across the organization.

3. *MEASUREMENT OF OUTCOMES*

In the box below, please include the most relevant indicators to **measure outcomes**. Examples include:

- Demographics of management and employees broken down by diversity factors
- Number of recognition agreements and active CBAs
- Reported cases of forced labour, child labour and discrimination
- Rate of reported incidences
- No of reported cases either through security investigations cases as well as whistle-blower portal