



**UNITED NATIONS GLOBAL COMPACT
COMMUNICATION ON PROGRESS
06/2021 - 05/2022**

STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE

ASSIST DEVELOPMENT SOLUTIONS LIMITED committed to the United Nations Global Compact (UNGC) on 6th June 2019 and has since worked closely with all its stakeholders to adhere to its principles. I am hereby pleased to confirm that ASSIST reaffirm its support of the 10 Principles of the UNGC 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.

ASSIST has long contributed to sustainable development practices, which is embedded in our operations and culture. We remain committed to increasing those contributions guided by the UN Sustainable Development Goals (SDGs).

Our world is simultaneously experiencing a number of unprecedented crisis and challenges among others. The global Covid-19 pandemic, that has claimed the lives and livelihoods of so many people across the globe. The negative effects of climate change and the current ongoing war in Ukraine affecting the world economic growth. We recognize the importance of our contribution towards the development of a safer and more equitable world. We therefore remain steadfast in our commitment towards achieving these goals.

As responsible citizens, it is our continued belief that, advancing our sustainability practices is essential to our continued growth and longevity. We have therefore, taken steps throughout our endeavours with an aim to further integrate the ten principles of UNGC into our business, culture, and operations.

We, ASSIST DEVELOPMENT SOLUTIONS LIMITED, are committed to support, persevere, through embracing and implementing the 10 UNGC principles in our daily professional activities.

Yours Sincerely,

Effective Date: 10 -05-2022



Klaus Ehret
Director
ASSIST DEVELOPMENT SOLUTIONS LIMITED

COMPANY PROFILE

ASSIST DEVELOPMENT SOLUTIONS LIMITED, is a partner of ASSIST Asia and was established in Kenya in 2018 to serve the African region. ASSIST is based in Nairobi and is led by a team of successful management professionals with many years of industry experience and knowledge of Africa.

ASSIST is committed to driving sustainable developments and social impact in Africa through 3 intervention areas:

- We conceptualize, implement, and help manage innovative and scalable pilot solutions through Public-Private Partnerships.
- We address Communication, Visibility and Knowledge Management needs of development stakeholders for their interventions.
- We provide development consulting and technical advisory services to help organizations navigate an increasingly complex regional and global trade environments and improve market access through sustainable solutions.

Over the last 4 years, ASSIST has been primarily involved in providing capacity building and technical assistance at enterprise, professional and community levels. This, has been done across a variety of subject matter and markets besides our own internal projects. ASSIST already successfully implemented numerous projects in collaboration with bilateral, multilateral donors and organizations such as the UN Habitat, DEG, KfW, GIZ, AECF, MESPT, TradeMark East Africa. ASSIST implemented projects across 3 countries, and are highly familiar with the processes, expectations that are associated with donor-funded projects. Other new / upcoming projects are in preparation and currently in the implementation phase.

As part of the ASSIST network, the company makes use of both local and international experts to run various successful projects in order to maintain quality and consistency in delivery across geographical locations where the company operates. Driven by passion for sustainable development that supports the UN Sustainable Development Goals (SDGs), the team from ASSIST thrives in providing solutions to complex and challenging issues through unique partnership models that connects policy makers, stakeholders, and communities in a truly sustainable manner.

Presently, ASSIST focuses on 4 key sectors – Private Sector Development & Engagement Partnerships; Energy and Natural Resources; Agriculture and Rural Development; Human Development and Education with the focus on Technical Vocational Education and Training (TVET).

THE 10 PRINCIPLES AND DESCRIPTION OF ACTIONS

HUMAN RIGHTS

Just like many organisations around the world, ASSIST has dealt with various competing challenges of protecting its employees. We successfully dealt with this, through meeting our financial obligation to clients, adhering to ethical and sustainable business principals, as well as carrying through with the social, environmental, and civic responsibilities. One of our organizational key focus is employee welfare. This is, especially during these challenging and uncertain times, where health and safety matters are paramount globally.

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

How ADS has implemented the principles of Human rights:

- We implemented guidelines and policies to protect the welfare of our employees by implementing a work from home policy and ensured 100% fulltime employee compensation.
- We provided a non-discriminative medical cover to all employees.
- When the government approved the safe return to work policy, we ensured our workforce are provided safe, suitable, and sanitary work facilities. These efforts greatly contributed towards saving our employees and management from Covid-19 infections. The organisation has so far recorded zero transmission/ infection of this contagion.
- We have continued to protect our workforce from workplace harassment by ensuring dialogue, conflict management, security and mediation practices are in place.
- We are constantly quick to ensure that our workforce is a cohesive team that ensures individuals treat each other equally, with respect and courtesy.
- Ensuring no form of discrimination happens at the workplace regardless of employee's religion, tribe and even social background from the recruitment process, compensation and even availing of training opportunities.
- Strong continuity support of the UN SDGs through ensuring we only engage in projects and activities in support of the global goals.
- Striving to ensure that all our goods and service sourced as part of business activities and ongoing operations are free from any human rights violation through conducting a pre-engagement screening, where due diligence is conducted on partners before engagement.
- Maintaining a continuous initiation and engagement of projects that aim at improving livelihoods of different people in the community.
- Commitment to continue monitoring risks of human rights violations and protection of human rights for all projects we engage ourselves in as ASSIST.

Goals for the coming years:

- Creating a Human Rights Policy that will govern all employees and other stakeholders in protection of the human rights.

- Looking into various collaborations with other organisations across the development sector on the topic of safeguarding human rights.

Measurements of outcomes:

- Our measures have managed to highly reduce the rates of occupational diseases and injuries. We have inspired and engaged our workforce with regards to career development, personal and general wellness.
- Our work force has never experienced any discrimination whatsoever on grounds of race, age, gender, marital status, religion, ethnicity, or physical disability in the company.
- We have zero investigation, lawsuit, punishment, or other incidents concerning human rights infringement at ASSIST.
- We have not identified any instances within and outside the organization causing or contributing towards any adverse human rights incidences.

LABOR

ASSIST fully abide by the Kenyan law and regulations which entails freedom of association, abolition of child labor and avoiding discrimination in respect of employment and occupation. Internally, the Human Resource Department ensures that recruitment is free from all forms of forced labor, compulsory labor, and discrimination. In addition, we are putting continuous efforts to improve health insurance services given to our workforce by ensuring that, it is non-discriminative.

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: The elimination of all forms of forced and compulsory labor;

Principle 5: The effective abolition of child labor; and

Principle 6: The elimination of discrimination in respect of employment and occupation.

How ASSIST has implemented the principles of labor:

- We believe in equal opportunities for all and pride ourselves in having a diverse workforce representing different age groups, religious beliefs, and ethnic backgrounds.
- We emphasize on development of Kenyan workforce through running apprenticeship and graduate programs to give graduates the opportunity to build successful careers.
- We ensure that all employment related decisions are based on relevant and objective criteria.
- We have a highly objective, thorough performance review which fairly influences employment decisions such salary reviews and promotions.
- We have maintained the highly collaborative culture where employees express labor issues openly.
- Committing to comply with all legislative requirements and aligning ourselves to best practices.

Goals for the coming years:

- Establishing programs to promote access to skills development training.

Measurements of outcomes:

We are pleased to report that there have been no cases of any form of violating the UNGC labour principles in our company.

ENVIRONMENT

ASSIST is committed to minimising its environmental footprint by preventing pollution and encouraging practices to promote sustainability. We recognize that adopting and maintaining an environmentally responsible approach is vital for our sustainability and that of the community at large. We continue to strive to make environmentally responsible improvements to our everyday operation and management in an effort to reduce our environmental impact.

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

How ASSIST has implemented the principles of Environment:

- We have initiated and implemented projects that support improvements to the environment.
- We continuously encourage our employees to adopt environmentally responsible means of travelling to work such as public transport, bikes, walking where possible and using stairs instead of lifts and elevators.
- We encourage our employees to continue employing more sustainable and production practices both within and outside the office. Such practices include growing own vegetables, recycling, taking steps to raise awareness about food waste and its reduction as well as participating in environmentally friendly community projects.
- We have also initiated an educational board game and rolled out our first ever tournament at Farasi Lane Primary School and several other educational events in Nairobi county. We are at the moment working on improving the board game and to make available other important topics like Climate Change Challenge, Renewable Energy, Gender Equality, Sustainable Finance and Road Safety.

Measurements of outcomes

ASSIST has observed the Kenyan government streamlined structures and reported no pollution in the past year. We as a law-abiding organisation will continue to strictly focus on environmental protection principles, proactively echo relevant initiatives launched by the UN and the Kenyan government, and further contribute to the sustainable development of the world.

ANTI-CORRUPTION

ASSIST is a socially responsible company that entirely believes that, the right way to do business is through good ethical and sustainable behavior. These are integral parts of our governance, culture and tradition. We strive to ensure that these practices are always upheld especially in such unprecedented times. We steadily remain focused and dedicated towards our commitment to work against all forms of corruption. Abiding by the law and honestly has always been a fundamental role in our business policy.

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

How ASSIST has embraced the principle of Anti-Corruption:

- We encourage all stakeholders including employees to immediately report any actual or suspected incidents of fraud, bribery, or corruption.
- We commit to always seek to take disciplinary and/or legal action against those found to have perpetrated, been involved in or assisted with fraudulent or other improper activities in any of our operations.
- We are committed to acting professionally, fairly with integrity in all our business dealings and relationships within our operation. Safeguarding all resources entrusted to us, implementing and enforcing effective systems to help counter fraud, bribery, and corruption.

Goals for the coming years:

- Committing to developing an ethical culture to reduce absolute minimum likelihood of fraud, bribery and corruption within our operations.

Measurements of outcomes:

So far there has been no investigation, lawsuit, ruling, fine, and other incidents related to corruption in all its forms at ASSIST. We will continue to comply with relevant laws and regulations and make greater anti-corruption efforts.

CONTRIBUTION TO THE SDGs

Our Work

In delivering services to our clients, we seek to create positive impact in wider, global spheres. Our continued support of the UN Sustainable Development Goals allows us to collaborate with non-profits, private sector companies and community partners. We strive to empower our communities and improve livelihoods. As our business grows, we continue investing in our operations practices to reduce our environmental footprint further. We are keen on leveraging our resources and expertise to work towards a fair and just world, with environmental and social justice for all.

- In an effort to advance the SDGs knowledge, we developed an educational board game with an aim of educating school-going kids, students and even parents on SDGs and at the same time supporting the Kenya's government Big Four agenda. The aim was to reach at least 10,000 pupils in 2020 and increase the number by as many as 10,000 participants each of the

following years through school tournaments. Unfortunately, following the Covid-19 pandemic this has not been possible.

- In our continued effort to make this educational board game campaign successful, we are redesigning the board game at the moment, working to make available other important topics like Climate Change Challenge, Renewable Energy, Gender Equality, Sustainable Finance and Road Safety.

In partnership with different donors and private sector companies, we continuously implement social sustainable projects cutting across different sectors all in support of the SDGs. Some of these projects include but not limited to:

- i. A DEG project involving training, and certification of small-scale coffee farmers in Kenya to increase the productivity and marketability of their coffee resulting in improved livelihoods for the farmers, their families, women, and youth involved in the whole supply chain is currently ongoing. So far 46,000 farmers have been trained and 18,000 already certified. This is a mega project that has changed livelihoods in the Western, Central and Rift regions. Supported SDGs: 1, 2, 4, 5, 8, 12, 13, 17
- ii. A Signify Lighting project aiming at closing the last mile distribution channel of lighting products by recruiting and empowering at least 50 women in the peri-urban areas of Kenya. Supported SDGs: 1, 5, 7, 8, 12, 13, 17
- iii. A project dubbed “Tone Safi” aimed at improving clean water and sanitation in Mathare slums in partnership with Vestergaard was a great success. The project reached out to over 32,000 beneficiaries including 2,200 families with a large number of children surpassing the target. In addition, over 52 young women were trained to become “water advocates” supporting the project implementation. Through the expected lifetime of the distributed water filtration systems, it is expected to treat 86,000,000 litres to supply the beneficiaries with safe drinking water promoting and ensuring good health and well-being to the community. Supported SDGs: 1, 3, 4, 5, 6, 12, 13, 17
- iv. A GIZ project “Employment and Skills for Development in Africa (E4D)” promoting sustainable employment through public-private cooperation that, will foresee 720 vulnerable students enrolled in different selected TVET institutions with fully sponsored scholarships and later secure internship/ jobs. A maximum of 70% beneficiaries in this project is women. Supported SDGs: 1, 4, 5, 8, 17
- v. A KfW project “Promotion of Youth Employment and Vocational Training in Kenya” to establish three “Centres of Excellence in Cooperative Training” including train-the-trainers programmes. This project will benefit several hundreds of students every year. Supported SDGs: 1, 4, 5, 8, 17