

**STEALTH AFRICA CONSULTING LLP.**

# **UN GLOBAL COMPACT**

COMMUNICATION ON PROGRESS



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#### BACKGROUND

Stealth Africa Consulting LLP commenced operations in January 2016. We are a consulting firm that provides world-class ethics and compliance, risk management and forensic advisory services. We aspire to be the leading provider of cutting-edge fit-for-purpose risk and integrity solutions in Africa.

Stealth Africa actively contributes to economic, environmental and social development to build a clean and free business enterprise for the African continent and the rest of the world.

#### STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER.

Stealth Africa Consulting LLP 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,

Anthony Kerori Ngige.

CEO.

#### OUR COMMITMENT TO THE UN GLOBAL COMPACT 10 PRINCIPLES.

Stealth Africa will adhere to the ten principles of the UN global compact in the areas of human rights, anti-corruption and bribery, the environment and labour laws and expects all its clients and suppliers to do the same.

Stealth Africa is guided by UN 10 Principles to integrate sustainability in our business operations.

#### UN GLOBAL COMPACT HUMAN RIGHT PRINCIPLES.

1. Businesses should support and respect the protection of internationally proclaimed human rights.
2. Businesses should ensure they are not complicit in human rights abuses.

#### Actions taken by Stealth Africa concerning human rights.

- Stealth Africa abides by universal human rights.
- Stealth Africa abides by its Code of conduct made available to all staff members. The Code of conduct guides staff on ethical responsibility and how to conduct business by following the highest level of integrity and ethical standards.

- Stealth is committed to providing and maintaining a working environment that is safe and without risk to health and to ensure that there are adequate systems and methods of work for its activities.
- Stealth has taken up health insurance and WIBA (in adherence to the Kenyan work injury benefits Act of 2007 that sets WIBA as mandatory requirements for all employers) for its entire staff.
- Stealth ensures a safe working environment for its staff by having contingency measures at hand. The office premise has a fire extinguisher situated at a convenient location and a first aid kit.
- Stealth has set up emergency procedures to be followed in the event of a fire.
- Stealth uses a licensed waste management company to ensure the proper disposal of waste.
- Stealth provides job opportunities and internships to the youth as part of its corporate social responsibility.

### UN GLOBAL COMPACT LABOUR PRINCIPLES

1. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
2. Elimination of all forms of forced and compulsory labour.
3. The effective abolition of child labour.
4. The elimination of discrimination in respect of employment and occupation.

### Actions taken by Stealth Africa concerning labour rights:

- Stealth Africa strives to create a conducive working environment that will enable teamwork, professional and personal and growth.
- Stealth Africa is an equal opportunity employer and does not discriminate based on race, age, color, sex, ethnic origin, political opinion, religious beliefs. Our recruitment process is fair, equitable, and based purely on merit.
- Stealth Africa abides by the Kenyan the Employment Act of 2007 and all mandatory state statutory deductions for its employees.
- Upon recruitment, every new staff or intern is issued with a copy of the Stealth Handbook.
- Stealth Africa provides benefit like medical insurance for its staff.
- Stealth has taken up WIBA (in adherence to the Kenyan work injury benefits act of 2007 that sets WIBA as a mandatory requirement for all employers) for its entire staff.
- Stealth Africa is working towards a balanced workforce and gender equality, with its staff comprising of 40% women and 60% men.
- Stealth Africa promotes professional training and development for its staff through internal training and external training where the company caters for costs.
- Stealth Africa does not recruit and or employ anyone below the age of 18 years old.
- Stealth Africa does not forbid its staff to join labour unions.
- Stealth Africa has a whistleblowing process, which ensures the privacy of any staff reporting.

### UN GLOBAL COMPACT ENVIRONMENT PRINCIPLES

1. Business should support a precautionary approach to environmental challenges.
2. Undertake initiatives to promote greater environmental responsibility.

3. Encourage the development and diffusion of environmentally friendly technologies.

#### **Actions taken by Stealth Africa concerning the environment:**

- Stealth believes that protecting the environment is an important part of corporate citizenship and governance. It is committed to minimizing the impact of our business on the environment with methods that are socially responsible and economically sound.
- Stealth encourages programs that promote a clean environment and reduce waste.
- Stealth Africa shall not act in any manner that will endanger the environment.
- Stealth is committed to providing a safe and healthy working environment and being an environmentally responsible corporate body.
- Stealth Africa uses a licensed waste management company that ensures the proper disposal of waste with minimal damage to the environment.
- Stealth Africa has significantly reduced the use of paper by adopting a more automated system for its operations.
- Stealth Africa does its advertisement digitally and thus avoiding the use of papers and fliers.
- Stealth Africa expects our suppliers and contractors to act in an environmentally responsible manner. This involves respecting applicable national and international environmental legislation and working in accordance with the Rio Declaration. This is shared with our suppliers and contractors in the Code of Conduct for Contractors and suppliers.

#### **UN GLOBAL COMPACT ANTI-CORRUPTION PRINCIPLES**

1. Business should work against corruption in all its forms, including extortion and bribery.

#### **Actions taken by Stealth Africa concerning anti-corruption:**

- Stealth Africa is against any form of corruption.
- Our company's Code of conduct outlines our stand towards corruption and what constitutes a bribe. This handbook is made available to every employee. It describes the measures the company has put in place to fight corruption.
- Stealth Africa has a whistleblowing process, which ensures the anonymity of the whistleblower and protection from victimization.
- Stealth Africa includes anti-corruption and bribery in its Code of conduct for contractors and suppliers.
- As part of our induction process, as new staff are trained on anti-corruption and bribery, Stealth Africa conducts anti-corruption training for other organizations.

#### **MEASUREMENT OF OUTCOMES**

##### **HUMAN RIGHTS.**

- Stealth Africa has no reports of legal cases, investigations in relation to violating any human rights principles since it started its operations in 2016.

##### **LABOUR**

- Stealth Africa has had a low staff turnover observed in 2019.
- Stealth Africa has a diverse workforce with different ethnic background.
- Stealth has a gender balance of 50% women and 50% men.

#### ANTI-CORRUPTION.

- Stealth Africa has no reports of its involvement in corruption scandals, legal cases, investigations since it started its operations in 2016.
- Stealth Africa has no mention of the involvement of its employees in corruption cases.