

**UFANISI FREIGHTERS (K) LIMITED**

**SUSTAINABILITY REPORT**

**2022-2023**



[www.ufanisi.co.ke](http://www.ufanisi.co.ke)

## Table of Contents

Managing Director's Message .....	2
Who We Are.....	2
Our Vision.....	2
Our Mission .....	2
Our Values.....	2
UFKL and The Ten Principles of the UN Global Compact.....	8
Human Rights.....	4
Labor .....	5
Environment .....	6
Anti-Corruption.....	8
UFKL and the SDG's.....	7
SDG 3: Good Health and Wellbeing .....	9
SDG 6: Clean Water and Sanitation .....	18
SUMMARY.....	22
WAY FORWARD.....	27
AVAILABILITY OF THE REPORT .....	27
REFERENCES.....	28

## Managing Director's Message

Welcome to our Second Sustainability Report through which we intend to provide our stakeholders with a comprehensive review of Ufanisi Freighters (K) Ltd.'s Environment, Social and wellbeing activities. To measure our progress against our environmental and sanitation UFKL has focused on SDG 6: Clean Water and Sanitation this year; in addition to that which we had already been doing. Throughout the course of this report, you will gain insight into how we at Ufanisi Freighters (K) Ltd., have deliberately purposed to ensure our way of working encompasses all the general principles of responsible and sustainable business.

## Who We Are?

Ufanisi Freighters (K) Ltd., was established in Kenya in 1989. Over the years, we have grown to be a world class integrated logistics solutions provider in East and Central Africa (Kenya, Uganda, Southern Sudan, Rwanda, Tanzania, Burundi, DR Congo, and Zambia) where we maintain a strong presence and the world at large.

## Our Vision

A global leader in freight and allied services respected for effective service delivery in a timely and professional manner.

## Our Mission

We are committed to handling, preserving, and moving freight with utmost speed, accuracy, and efficiency in a flexible manner with the committed support of our professional staff.

## Our Values

**Competence:** Our strength lies in the skills, knowledge and attitude of our employees. We strive to consistently improve the capacity of our staff through careful recruitment procedures, training, performance management and robust incentive scheme. We initiate and nurture new recruits into a mental and behavioral state of readiness to serve customers with delight.

**Efficiency:** We endeavor to deliver high quality services at the shortest time possible using minimum effort and cost. Our joy is ensuring that customer trust on our efficient service delivery is not compromised at any time everywhere.

**Speed:** Time management is the essence of logistics business. We know that slight delay is costly and destructive to the business of our customers. We do not tolerate slack and delays in service delivery. Our procedures and systems are audited and reviewed from time to time to accelerate the speed of service delivery.

**Accuracy:** Delivering correct message is our pursuit. We commit to generate bills devoid of error and whenever charges change due to unforeseen circumstances on the part of our customers, we provide timely advice.

**Flexibility and innovativeness:** Our business accommodates customer's viewpoints and provides wide latitude for customer choice. We believe in the power of continuous improvement. Complacency is not our language; we incrementally improve customer experience through creativity and innovation.

**Customer focus:** We seek to understand the needs of our customers through dialogue and continuous engagement. We take customer instructions seriously and commit to deliver superior value by responding to current and emerging customer needs, expectations and aspirations.

## UFKL and The Ten Principles of the UN Global Compact

### Human Rights

**‘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.’ (The Ten Principles of the UN Global Compact, n.d.)

While we do not have a formal human rights policy in place, we are committed to ensuring that the welfare of our employees is well taken care of. For instance:

We have a medical cover/scheme that caters for all our employees that covers in-patient, out-patient, Maternity, dental, and optical services.

The UFKL pool of employees is comprised of staff from diverse ethnicities, religious backgrounds and gender who are offered equal opportunities to knowledge, positions and promotions according to their capacity.

We ensure that our employees are compensated fairly for their work.

We do not hire any under-age workers.

Trainings are offered at all levels whether skill-based or knowledge based. There are leadership trainings for the employees at supervisory levels to encourage moral, ethical and visionary leadership that is corruption free.

There are regular audits conducted to ensure that quality standards are maintained or/and enhanced and safety rules and regulations adhered to. This is also done to mitigate any unethical practice and to promote conduction of business in an ethical manner. The audits also give opportunity to carry out obligation with regards to environmental protection by raising an alarm as to any activity that may cause harm to the environment and come up with measures to prevent or minimize the harm.

There is an Occupational Safety and Health Committee in place to ensure safe and healthy working conditions for employees and a Food Safety Committee to ensure compliance to requirements for a food safety management system.

## Labor

**‘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.’ (The Ten Principles of the UN Global Compact, n.d.)

UFLK is committed to ensuring that there are no under-age hires throughout all our departments, and that there is no discrimination of any kind in the workplace.

Job openings are advertised and a pool of candidates selected as per the job specifications regardless of their differences.

There are policies established to protect staff from harassment e.g the sexual harassment policy that protects against discrimination and provides direction on how to deal with harassment.

There are systems in place to anonymously (a suggestion box accessible to all staff) report any forms of discrimination and harassment at work, and we are pleased to report that we have not had any such incidences in the past year.

## Environment

**‘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.’ (The Ten Principles of the UN Global Compact)

UFLK is committed to preserving the workplace and its environs. We have a monthly general clean-up program/activity that involves sensitizing and creating awareness on waste management and sanitation; so as to ensure that even after the clean-up exercise, high levels of hygiene are maintained.

In terms of our internal operations, UFLK has also taken steps to ensure that our tea blending process (the activity through which different grades and gardens of tea are mixed) results in hazard-free teas.

After the mixing of tea grade and garden (Manual blending) the tea is passed through the magnetic iron extraction machines to ensure that it is within the allowable limits of human consumption (not exceeding 150 parts per million) as per the KES 2018:2019 standards of black tea specification.

The byproduct/tea residue which we call tea sweepings, is then kept in quarantine area waiting to be disposed by the County public health officer and NEMA officials, escorted by the Kenya Police (to ensure that it does not end up in the black market) for disposal by incineration. This disposal exercise is done regularly; after every 6 months.

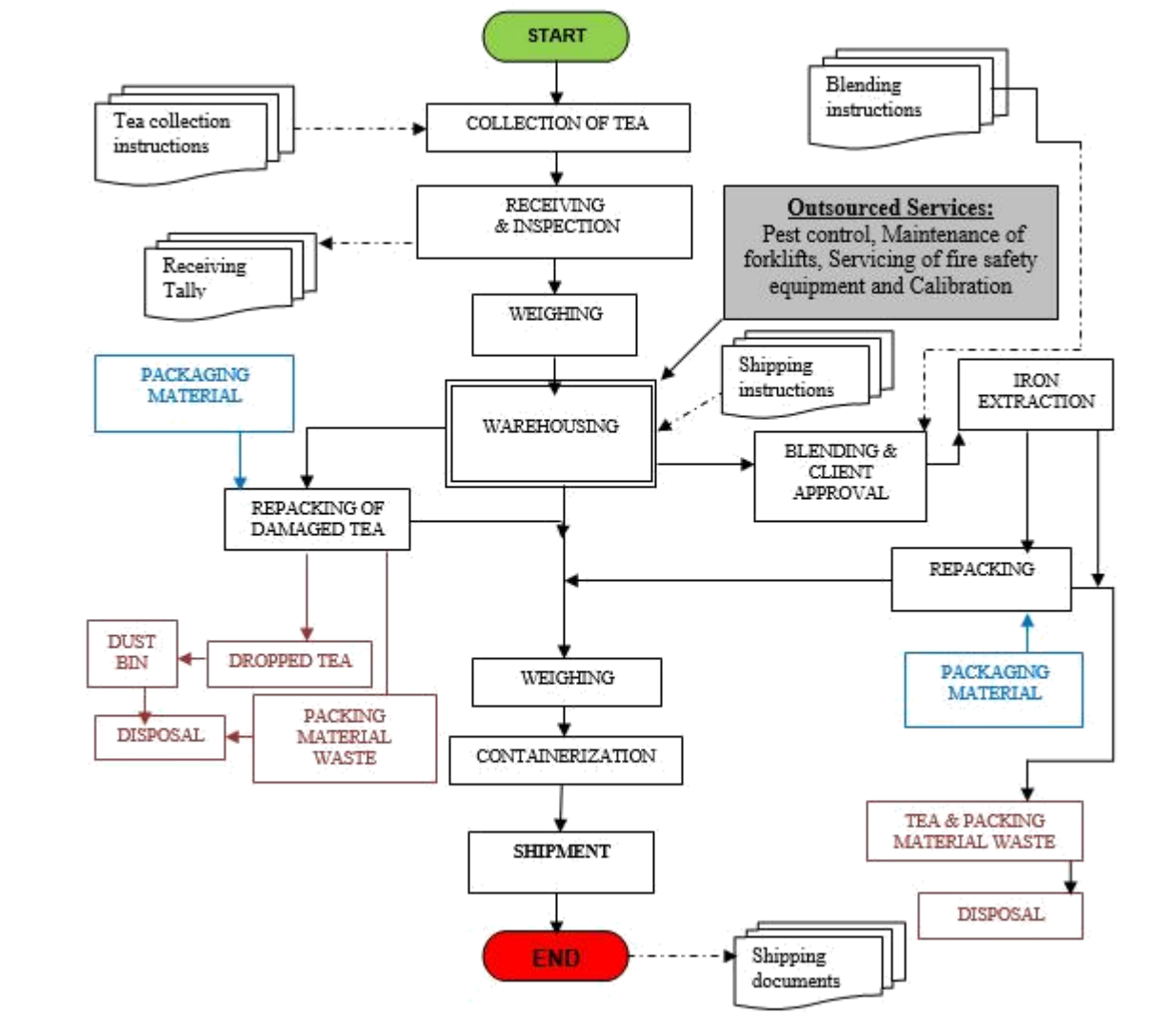


Figure 1: Tea Warehousing Process

## Anti-Corruption

**‘Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.’  
(The Ten Principles of the UN Global Compact, n.d.)

UFKL does not participate in any forms of extortion and/or bribery, and there has been no lawsuit or claim against the company or any of our employees in regards to the same thus far.

## UFKL and the SDG’s



### SDG 3: Good Health and Wellbeing

One of the goals of SDG 3 is to achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all. And another, to substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination by 2030.

It is in light of this that UFKL's participation in celebrating the 2022 World Day for Health and Safety at Work involved a sensitization awareness which was done by a representative from the Ministry of Labor Department of Safety and Health purposely to enhance the value of demonstrating commitment towards Safety, Health and Environment (SHE) policy together with the emergency preparedness procedures.

World Day for Safety and Health at work 2022 theme was (ACT TOGETHER TO BUILD A POSITIVE SAFETY & HEALTH CULTURE AT WORK). Staff was also advised the proper use of P.P. E's while operating the fleet of trucks and/or machinery to minimize exposure to hazards that cause serious workplace injuries and illness.

In addition to the already company-issued UFKL reflector vests, staff was also issued with reflective vests branded with the World Day for Safety and Health theme; 'Act together to build a positive safety & health culture at work.'



*Figure 5: Staff pay attention to the World Day for safety & health at work 2022 Sensitization Exercise by Representative from Ministry of Labor department of Occupational Health & Safety.*



*Figure 4 : General Manager sensitizes staff on the importance of the World day for Health and Safety at work and how the company should work together to build a positive safety and health culture at work.*

In line with the same, the company has invested in good quality masks and the operations area fitted with 8 cyclonic ventilators installed for purposes of dust extraction to protect from inhalation of dust at the warehouses.

A program that ensures that cleaning materials are provided every Monday and Thursday evenings for cleaning of the PPE's is also in place to ensure that casuals wear clean PPEs on a daily basis. This is to avoid employees working with soiled overalls while handling food and prevent contamination and infections.

This year, UFKL had a training conducted by the St. John Ambulance on basic first aid knowledge and fire and disaster preparedness in a bid to ensure a safe work place and empower prevention and management of life-threatening emergencies.



*Figure 10: St. John Ambulance representative demonstrating to UFKL employees and the community on how to offer emergency/recovery first aid*



*Figure 9: UFKL General manager receiving the certificate of completion of first aid and fire safety awareness course for employees and the community surrounding our workplace.*



A Voluntary Organization  
Of the Order of St. John

## St. John Ambulance (Coast Region)

Tel: (041) 2496625  
P.O. Box 82381, Mombasa 80188  
Wair Road, Tussocks  
24-Hrs Ambulance Helpline: 828354032 / 0726159734 / 8706777677  
coast@stjohnkenya.org

Ref: Cst: 16 : 01

Please Support St. John

27/5/2022

### **UFANISI FREIGHTERS(K) LIMITED**

St. John Ambulance is non-aligned, and non-political charitable organization established under an Act of Parliament Cap. 259. Laws of Kenya. We provide First Aid and Fire safety emergency care to all humanity without discrimination.

## ***CERTIFICATE OF COMPETENCY***

***This is to confirm that the above named company has  
successfully undergone first aid and fire safety awareness  
training for all members of staff.***

Trainer.....



In addition to that, UFKL in conjunction with the Ministry of Health Mombasa held a sensitization event on covid -19 prevention and control with the community surrounding UFKL in order to ensure a behavioral change in hygiene and social practices to help in mitigating the spread of covid 19.

The company managed to hold 4 sensitization sessions this year with the report below showing the numbers of people that were in attendance;

Date Of Sensitization Event	No. of people In Attendance
23.04.2021	29
24.04.2021	68
19.05.2021	36
11.12.2021	52

UFKL also organized for free covid 19 vaccinations on 11.12.2021 and 10.02.2022 at the company premises in a bid to strengthen the prevention of the spread of COVID 19.

The 1<sup>st</sup> dose of the vaccine was administered on 11.12.2021 and the second on 10.02.2022 early in the year.

Total number of people vaccinated was **112**

- No. of employees vaccinated – 51
- No. of non-employees (community members) vaccinated - 61

With one of the objectives of this SDG being to achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all; UFKL extended the existing medical cover of its employees by increasing outpatient medical cover limit from 50000-75000.

Besides the commemoration of World Day for Safety and Health, UFKL has a health and safety program called Friday Fuse. It is a wellbeing awareness (sensitization) training which is undertaken every last Friday of the month. The purpose of this Friday Fuse event/meeting is to enable the employees to learn more about good health, wellbeing and to share personal experiences with experts from different institution, e.g., trainers, consultant, counsellors and extras when appropriate and attendance is always mandatory for all employees.

On the 1<sup>st</sup> of April an awareness session incorporated into the Friday Fuse; Lishe Bora which touches on nutrition, was conducted to promote healthy eating habits with regards to boosting the immune system.

Re: FRIDAY FUSE 25TH FEBRUARY 2022

Marion Faida <marion@ufanisi.co.ke>

Tue 29/03/2022 14:05

To: All Users <all@ufanisi.co.ke>

1 attachments (412 KB)

2ND FRIDAY FUSE 2022.jpg

Dear Team,

Good afternoon!

Take note of the attached poster of our 2<sup>nd</sup> Friday Fuse meeting which will be held on 1<sup>st</sup> April, 2022 this coming Friday. I am pleased to inform you that; our speaker/facilitator is Dr. Harrison Genya a medical officer in charge of Equity Afia-Changamwe Medical Centre, he will be here sensitizing and creating awareness about "HEALTH LIFE STYLE" (nutrition or Lishebora). Let us all embrace this opportunity and get to learn more about health life style in workplace and in our home.

Venue remain the same -Chai street office common area.

Time - from exactly 08:00am - 09:00am

NOTE THAT: a link will be shared to those who are in our other offices/branches to join us remotely.

In whatever situation Health should come first. 📞 See you soon.....

Best Regards,

Marion Faida | Assistant QHSE



**Ufanisi Freighters (K) Ltd**  
We have one Customer YOU!

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## SDG 6: Clean Water and Sanitation

### Facts and Figures

The UNDP website cites that 80 percent of wastewater goes into waterways without adequate treatment.

3 in 10 people lack access to safely managed drinking water services and 6 in 10 people lack access to safely managed sanitation facilities.

It is for these reasons that UFKL thought it prudent to purchase purified water that is evaluated and found meeting the water specification for KS EAS 153:2018. Outside UFKL main office we have installed a treated water tap for community use which was also tested against KS EAS 12: 2018 specification standard for domestic use and hand wash.

Apart from the daily workplace cleaning and sanitation, we also have a General Clean-up program which is undertaken every last Saturday of the month and all employees participate purposely to enhance sanitation and high standards of hygiene to justify a clean and healthy environment.



*Figure 9: Photos of some of the Office drinking water dispensers.*



*Figure 10: UFKL community water tap for use and hand washing*



*Figure 11. Team work photo during the general monthly workplace clean-up*

## SUMMARY

<b>SDG 3: Good Health and Wellbeing</b> Ensure healthy lives and promote well-being for all at all ages		
UFKL ACTION	SDG TARGET COVERED	SDG INDICATOR COVERED
<p>UFKL in conjunction with the Ministry of Health Mombasa held a sensitization event on covid -19 prevention and control to the community surrounding UFKL in order to ensure a behavioral change in hygiene and social practices to help in mitigating the spread of covid 19.</p> <p>UFKL's participation in celebrating the 2022 World Day for Health and Safety at Work involved a sensitization awareness which was done by a representative from the Ministry of Labor Department of Safety and Health purposely to enhance the value of demonstrating commitment towards Safety, Health and Environment (SHE) policy together with the emergency preparedness procedures.</p>	<p>Target 3.D: Improve early warning systems for global health risks (Ritchie, Roser, Mispy, Ortiz-Ospina, 2018)</p>	<p>3.D.1: <u>Health emergency preparedness</u></p> <p><b>Goal:</b> By 2030 Strengthen the capacity of all countries, in particular developing countries, for early warning, risk reduction and management of national and global health risks. (Ritchie, 21 Roser, Mispy, Ortiz-Ospina, 2018)</p>
<p>The UFKL employees have a medical cover/scheme that caters for all our</p>	<p>Target 3.8: Achieve universal health coverage (Ritchie,</p>	<p>3.8.1: <u>Coverage of essential health services</u></p>

<p>employees that covers in-patient, out-patient, Maternity, dental, and optical services.</p> <p>This year UFKL extended the existing medical cover of the employees by increasing outpatient medical cover limit from 50000-75000.</p> <p>UFKL also organized for free covid 19 vaccination on 11.12.2021 and 10.02.2022 at the company premises in a bid to strengthen the prevention of the spread of COVID 19.</p>	<p>Roser, Mispy, Ortiz-Ospina, 2018)</p>	<p><b>Goal:</b> By 2030 achieve universal health coverage including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all. (Ritchie, Roser, Mispy, Ortiz-Ospina, 2018)</p>
<p>The company has invested in good quality masks and the area in which they operate in on a daily basis fitted with 8 cyclonic ventilators installed for purposes of dust extraction to protect from inhalation of dust as the nature of work at the warehouses</p> <p>Additionally, they are issued with the appropriate Personal Protective Equipment (PPE) gear i.e., production</p>	<p>Target 3.4: Reduce mortality from non-communicable diseases and promote mental health (Ritchie, Roser, Mispy, Ortiz-Ospina, 2018)</p> <p>Target 3.9: Reduce illnesses</p>	<p>3.4.1: <u>Mortality rate attributed to cardiovascular disease, cancer, diabetes or chronic respiratory disease</u></p> <p><b>Goal:</b> By 2030 reduce premature mortality from non-communicable diseases (NCDs) by one-third in all countries. (Ritchie, Roser, Mispy, Ortiz Ospina, 2018)</p> <p>3.9.1: <u>Mortality rate from air</u></p>

boots, safety shoes, overalls, dust coats, headgear, and safety gloves.  A program that ensures that cleaning materials are provided every Monday and Thursday evenings for cleaning of the PPE's is also in place to ensure that casuals wear clean PPE's on a daily basis. This is to avoid employees working with soiled overalls while handling food and prevent contamination, infections and spread of communicable diseases.	and deaths from hazardous chemicals and pollution (Ritchie, Roser, Mispy, Ortiz-Ospina, 2018)	<u>pollution</u> <b>Goal:</b> By 2030 substantially reduce the number of deaths and illnesses from air pollution. (Ritchie, Roser, Mispy, Ortiz Ospina, 2018)
An awareness session incorporated into the Friday Fuse; Lishe Bora, which touches on nutrition, was conducted to promote healthy eating habits with regards to boosting the immune system.	Target 3.3: Fight communicable diseases (Ritchie, Roser, Mispy, Ortiz-Ospina, 2018)	3.3.5: <u>Number of people requiring interventions against neglected tropical diseases</u> <b>Goal:</b> By 2030 end the epidemic of neglected tropical diseases (NTDs) in all countries. (Ritchie, Roser, Mispy, Ortiz-Ospina, 2018)
<b>SDG 6: Clean Water and Sanitation:</b> Ensure access to water and sanitation for all		
<b>UFLK ACTION</b>	<b>SDG TARGET COVERED</b>	<b>SDG INDICATOR COVERED</b>
UFLK main office we have installed a treated water tap for community use which was also tested against KS EAS 12: 2018 specification standard for domestic use and hand wash.  A general Clean-up program which is undertaken every last Saturday of the	<b>6.3</b> By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially	6.3.1: <u>Safe sanitation and hygiene</u> <b>Goal:</b> Halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally by 2030. (Ritchie, Roser, Mispy, Ortiz-Ospina, 2018)

month and all employees participate purposely to enhance sanitation and high standards of hygiene to justify a clean and healthy environment.	increasing recycling and safe reuse globally	6.3.2: <u>Ambient water quality</u> <b>Goal:</b> By 2030 improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials. (Ritchie, Roser, Mispy, Ortiz-Ospina, 2018)
<p align="center"><b>SDG 12: Responsible Consumption and Production:</b> Ensure sustainable consumption and production patterns</p>		
<p>UFLK has also taken steps to ensure that our tea blending process (the activity through which different grades and gardens of tea are mixed) results in hazard-free teas.</p> <p>After blending, the tea is passed through the magnetic iron extraction machines to ensure that it is within the allowable limits of human consumption (not exceeding 150 parts per million) as per the KES 2018:2019 standards of black tea specification.</p> <p>Tea sweepings (byproduct/tea residue), is kept in quarantine area awaiting disposal by the County public health officer and NEMA officials, escorted by the Kenya Police (to ensure that it does not end up in the black market) Disposal is by incineration and is done after every 6 months.</p>	Target 12.4: Responsible management of chemicals and waste (Ritchie, Roser, Mispy, Ortiz-Ospina, 2018)	<p>12.4.2: <u>Hazardous waste generation</u></p> <p><b>Goal:</b> Achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks by 2020. (Ritchie, Roser, Mispy, Ortiz-Ospina, 2018)</p>

<b>SDG 8: Decent Work and Economic Growth:</b> Promote inclusive and sustainable economic growth, employment and decent work for all		
<p>This year UFKL had a training conducted by the St. John Ambulance on basic first aid knowledge and fire and disaster preparedness in abid to ensure a safe work place and empower prevention and management of life-threatening emergencies.</p> <p>UFKL's participation in celebrating the 2022 World Day for Health and Safety at Work involved a sensitization awareness which was done by a representative from the Ministry of Labor Department of Safety and Health purposely to enhance the value of demonstrating commitment towards Safety, Health and Environment (SHE) policy together with the emergency preparedness procedures.</p> <p>Staff was also advised the proper use of P.P. E's while operating the fleet of trucks and/or machinery to minimize exposure to hazards that cause serious workplace injuries and illness. In addition to the already company-issued UFKL reflector vests, staff was also issued with reflective vests</p>	<p>Target 8.8: Protect labor rights and promote safe working environments (Ritchie, Roser, Mispy, Ortiz-Ospina, 2018)</p>	<p>8.8.1: <u>Occupational injuries</u></p> <p><b>Goal:</b> Protect labor rights and promote safe and secure working environments for all workers by 2030. (Ritchie, Roser, Mispy, Ortiz-Ospina, 2018)</p>

branded with the World Day for Safety and Health theme; 'Act together to build a positive safety & health culture at work.'		
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## WAY FORWARD

UFKL is committed to the achievement of the SDGs and intends to raise the bar relative to fulfilling its obligations in sustainably protecting the environment and contributing to the well-being of the community.

## AVAILABILITY OF THE REPORT

In line with our values of integrity and accountability, this report will be communicated to our stakeholders through: the company website (which is accessible to the public), an email to all our employees, and as an upload to the United Nations Global Compact website

## REFERENCES

Goal 6: Ensure access to water and sanitation for all. (n.d.). Retrieved from United Nations: <https://www.un.org/sustainabledevelopment/water-and-sanitation/>

'Ritchie, Roser, Mispy, Ortiz-Ospina. (2018). Measuring progress towards the Sustainable Development Goals. Retrieved from SDG Tracker: <https://sdg-tracker.org/>

The Ten Principles of the UN Global Compact. (n.d.). Retrieved from United Nations Global Compact: <https://www.unglobalcompact.org/what-is-gc/mission/principle>