



STATEMENT OF CONTINUED SUPPORT BY THE MANAGING PARTNER

2020 - 2021

28th June 2022

To our stakeholders:

I am pleased to confirm that Empower Limited 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.

Yours Sincerely,



Miranda Naiman
Managing Partner – Empower Limited
miranda@empower.co.tz

DESCRIPTION OF ACTIONS

Human Rights

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

- 💡 We ensure that workers are provided safe, suitable, sanitary and comfortable working facilities.
- 💡 We protect workers from workplace harassment – including physical, verbal, sexual or psychological harassment, abuse or threats.
- 💡 We ensure that all members are aware of reporting systems when faced with uncertain situations when dealing with external stakeholders.

Labour

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

- 💡 The company does not participate in any form of forced or bonded labour.
- 💡 Empower is an equal opportunity employer
- 💡 Adherence to minimum wage standards is maintained.
- 💡 Ensure that employment-related decisions are based on relevant and objective criteria.
- 💡 We actively maintain a high level of confidentiality for our candidates in the recruitment process.
- 💡 Develop maternity policies to cater to the needs of working mothers
- 💡 Create career development opportunities for all members of the organization
- 💡 We provide comprehensive health insurance policies for all staff

Environment

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

- 💡 We actively encourage the use of online document management systems to minimize the use of paper in daily operations
- 💡 Limit the use of plastic water bottles by installing water dispensers in the office for daily usage

Anti-Corruption

Please use the box below to describe **actions** your company has taken in the area of anti-corruption:

- 💡 Assess the risk of corruption when doing business
- 💡 Mention “anti-corruption” and/or “ethical behaviour” in contracts with business partners
- 💡 Ensure that internal procedures support the company’s anti-corruption commitment
- 💡 Encourage staff reporting where and when integrity breaches have occurred
- 💡 We deal with all client requests discreetly and do not leverage pertinent information for personal, professional or political gain.

Measurement of Outcomes

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

- 💡 71% of our management team are women and 53% of the total workforce are women while 84% of the total workforce are under 30
- 💡 We have had no labour related cases or legal suits to answer to in the duration of the reporting period
- 💡 We have retained 95% of all staff within the past year
- 💡 We have a 0% rate of employee injuries while on site or work projects
- 💡 We have retained 100% of all mothers previously on maternity leave with 50% having attained promotions within the reporting year