

Apollo Tours & Travel Limited COP 2021.



About Apollo Tours and Travel Ltd.



Founded in 1986, Apollo Tours and Travel Limited has been established as one of Kenya's leading Car hire companies. We have expanded to our present position in Car Hire, Staff Transport and Travel Company with a market share of about 40%.

With over 30 years' experience in the transport and hospitality industry, we focus on safety, quality and customer satisfaction. Our record of accomplishment in the transport industry is outstanding with some of our corporate clients maintaining our services for over 15 years.

Our resources distinguish us from the rest of our competition. Our 400 employees including management, staff and mechanics ensures that our clients are catered to effectively and efficiently .

We have our very own extensive fleet of 400 vehicles solely owned by the company and they range from saloon cars, vans, 4x4s to buses.

Our drivers are highly qualified and have extensive training, with over 7 years' experience, ensuring that they deliver the best services to our vast clientele. They are certified tour drivers by the Tourism Regulatory Authority and are class BCE certified with PSV endorsement by the National Transport and Safety Authority.

We are proud members of:



Message from the MD

Apollo Tours is part of society.

The pandemic caused severe disruptions across the world impacting the global economy and livelihoods, and along with this came a fall in demand of transport solutions. It led to a renewed focus on ways we interact with the society and the world at large.

We continued to renew our commitment towards UNGC and it's 10 principles as well as the 5 pillars of Sustainable Development Goals; People, Planet, Prosperity, Peace and Partnership. Our goal is to support in achieving these goals by adapting Gender Equality (SDG 5), Decent Work and Economic Growth (SDG 8) and Sustainable Consumption and Production (SDG 12).

Apollo Tours responded immediately with clear priorities, implementing measures to protect and provide for our people, offer transport solution to essential workers and of course providing financial and in kind to those most affected by the pandemic.



Asif Padamshi

For example we partnered with Heels4Pads an organization's whose aim is to empower girls and young women through donation of menstrual hygiene products and championing conversations around menstrual health with the aim of reducing sexual exploitation and keeping girls in school. So far we have been able to assist 9,000 girls across 9 counties between October 2020 and November 2021.

We also partnered with Unilever Kenya offering food stuffs to pregnant teenage girls, orphans and the elderly across Mukuru kwa Ruben and Mukuru kwa Njenga Slums.

Our responsibility to combating climate change, is greater due to the nature of our business. On top of our continued efforts to reduce our carbon emissions, we have set a target of planting 10,000 trees by the end of next year's financial year.

We will continue to step up in other areas, to respect nature, power lives and livelihoods through our services and activities, and by supporting a more inclusive society. We must remain true to our core values and sustain a relentless focus on safety.

By doing all this, we can deliver positive change for our customers, our communities, our investors and for society.

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SECTION 2

Understanding Sustainable Development Goals



UNITED NATIONS GLOBAL COMPACT TEN PRINCIPLES



HUMAN RIGHTS



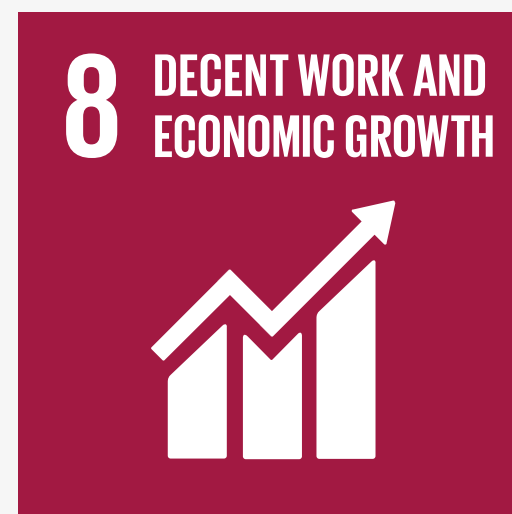
LABOUR



ENVIRONMENT



ANTI-CORRUPTION



UNGC Principles we have adopted in support of UN SGDs.



HUMAN RIGHTS

-
- Prevent sexual exploitation
 - Support women representation in leadership.
 - Support women empowerment and entereneurship



LABOUR

-
- Provide a living wage and equal pay for equal work.
 - Occupational health and safety.
 - Protect fundamental labour rights



ENVIRONMENT

-
- Proper waste management
 - Practicing sustainable procurement practices
 - Reducing carbon footprint



ANTI-CORRUPTION

SECTION 2

Impact made by UNGC Principles





Creating an Impact

1

IMPACT 1

Prevent Sexual exploitation among young girls by partnering with organizations that support these causes.

2

IMPACT 2

Support women representation in positions of leadership by hiring and promoting more women to managerial positions within our organization.

3

IMPACT 3

Offering food stuff and car packages to teenage girls in impoverished society

Impact 1- Prevent Sexual exploitation among young girls.

In the year 2020, the global community was hit with the Covid 19 pandemic which forced most of the world to come to a near halt.

Thousands of households across the country lost their livelihoods and schools were closed exposing girls and young women, in marginalized communities to sexual exploitation.

We partnered with Heels4Pads in October 2020, sponsoring a donation drive across Baringo County. 2,200 girls and young women received dignity kits that contained: reusable and disposable sanitary towels, reusable masks, soap and pairs of underwear. The drive also served as platform to mentor the young girls on menstrual hygiene, matters of consent and importance of them attaining an education.

The drive was a success and we continued our partnership into 2022 covering 6 additional counties namely Nairobi, Kiambu, Nyandarua, Mombasa, Kilifi and Kwale





With The First Lady of Kwale County - H.E Christine Mvurya during the coastal region drive.



Apollo Tours staff distributing Sanitary towels in Kiambu County.



Angela Waweru (Heels4Pads) demonstrating how to use reusable Sanitary towels.

Counties Visited

We have visited the following counties:

- Baringo
- Nairobi
- Kiambu
- Nyandarua
- Mombasa
- Kilifi
- Kwale

Target Reached

As of September 2021 we had reached 5,000 girls and an additional 2,000 girls in Mombasa, Kilifi and Kwale county.

Bringing the total number of girls to benefit from the drive 7,000

Support Offered

As key players in the transport industry we offered support through:

- Transportation (Vehicle & Fuel)
- Monetary Donations
- Volunteers
- Sanitary Towels
- Draw String Bags.

Impact 2- Support women representation in positions of leadership

At Apollo Tours and Travel Limited we pride ourselves in having approximately 39% of our management as women as well as being a women- owned business.

We have been hiring women to managerial positions the past 20 years with the number increasing each year.

This decision has been supported by upper management and our Human Resource Department through offering employment to more women and promoting internally to positions of Management.

With equal pay for equal work being one of our core principles, ensures that the women who are part of making our company successful are valued for their efforts.





Our Finance Director Mrs. Tasneem Padamshi and Managing Director Asif Padamshi receiving an award.

Women Owned Business

70% of Apollo Tours and Travel is owned by women



Part of Apollo Tours management at the 2019 Top 100 Mid sized companies awards.

Women in Management

Ensure women's full and equal participation and equal opportunities for leadership by offering management positions.



Some of our female drivers

Female Drivers

In a field that is predominantly male, we encourage female drivers to apply for open positions and also competitive salaries and benefits.

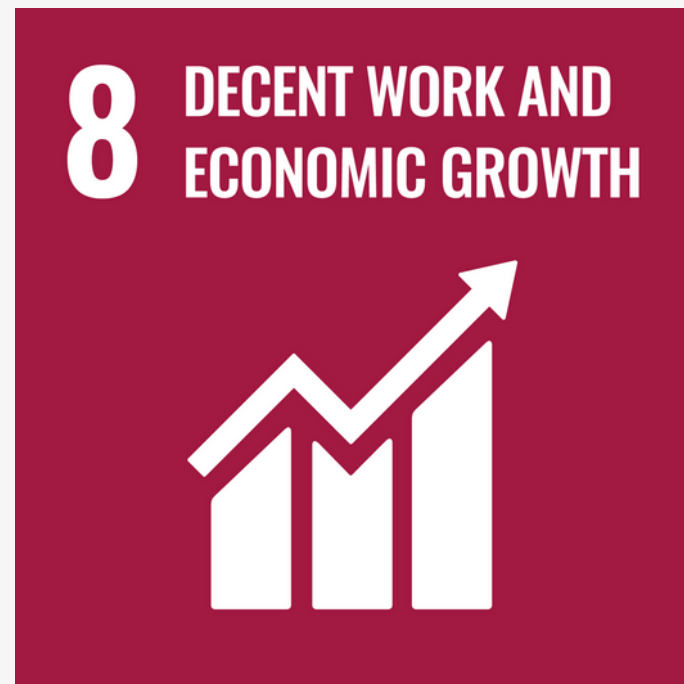
Impact 3- Eliminate all forms of violence against women and girls.

There has been a significant increase in teen pregnancy in our since the start of the pandemic with the numbers being linked to the closure of schools for the period between March 2020 and Jan 2021.

Many of those affected were young girls living in informal settlements.

We partnered with Uniliver Kenya to deliver food stuff , personal hygiene and infant care products to to the affected girls in Mukuru kwa Njenga and Mukuru kwa Ruben Slums.





Creating an Impact

1

IMPACT 1

Provide a living wage and income

2

IMPACT 2

Provide a safe and secure working environment for all workers.

3

IMPACT 3

Enforce company policies that fundamental labour rights

Impact 1- Provide a living wage and income.

At Apollo Tours and Travel we have a permanent staff of 200 employees. By choosing SDG 8 we endeavor to ensure that our staff is provided with a living wage and income.

This is clearly indicated in each employee's employment contract with the support of the HR department and management

With the ever increasing cost of living in Kenya, we offer our staff a fair wage and also equal pay for equal work across the board.

We also added incentives such as over time, bonuses and staff transport.

Both academic and experiential training that facilitate career growth for our employees that serve them well into the future.



Impact 2- Provide a safe and secure working environment for all workers.

Our dedicated occupational health and safety department works hand in hand the HR department to ensure that the staff have a safe work environment including offering staff insurance benefits.

We have mandatory annual OHS committee training where the committee is trained, sensitized and find new ways to ensure employee safety is prioritized.

The company's Health and Safety Policy clearly states the roles and responsibilities of both employer and employees in ensuring work place safety.

Staff are also expected to be part of annual medical review as well as fire safety and first aid training.



Impact 3- Enforce company policies that fundamental labour rights.

To protect fundamental labour rights through company policies such as HR policy and Sexual Harassment Policy which protect all parties involved against any biases and prejudices .

Drivers are also part of a Union that advocates for their rights as a collective to the company and in case of legal disputes.





ENVIRONMENT

12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



Creating an Impact

1

IMPACT 1

Proper waste management.

2

IMPACT 2

Practicing sustainable procurement practices.

3

IMPACT 3

Reducing carbon footprint.

Impact 1- Proper waste management.

To encourage the firms that, that have large business interests e that work with us, to adopt sustainable practices and to integrate sustainability information into their reporting cycle while doing the same.

Our firm has partnered with HANADA Agency and DABEN Company who deal with solid waste management and hazardous liquid oil waste to ensure waste materials such old oil and scrap metal.

This, we have measured has resulted in gains for both the environment and community around us but also financial gain for the company.



Impact 2- Practicing sustainable procurement practices.

As Apollo Tours we are in the process of implement procurement practices that are sustainable, in accordance with national policies and priorities.

Our firm aims to ensure that our suppliers such as Toyota Kenya, Isuzu, Ken India, Total, Shell and Alpine Coolers Limited practice sustainable procurement.

It is our goal to ensure all our partners implement polices that focus on protecting human rights, labour laws, environment safety and conservation and anti - corruption policies that are in line with the Sustainable Development Goals.



Impact 3- Reducing carbon footprint.

As a transport provider , we understand that our carbon footprint is significantly and hope to Offset/reduce the emissions produced by our vehicles during transportation.

This requires the firm to plant a specific number of seedlings annually, approximately 15,000 and we began by planting trees at the Nairobi national Park,

We have Partnered with a local youth group in Junda Creek Mombasa and we have made donations to support the planting of 5,000 Mangrove seedlings from July through to September 2022.

We also have a dedicated in house workshop that maintains all our vehicles so that they run efficiently and ensure that our carbon emissions to a minimum.



SECTION

Impact made by UNGC Principles.



Next Steps

1

ACTION STEP 1

To have members of staff plant 10,000 seedlings per year in various locations in the tree-planting seasons.

2

ACTION STEP 2

Using the organization's internal resources more efficiently; maximize resources and reduce waste.

3

ACTION STEP 3

Finding more sustainable financial practices to support our CSR activities.

4

ACTION STEP 4

Adopt SDG 17- Partnering with different stakeholders

5

ACTION STEP 5

Educate our staff on sustainability and its benefits.

6

ACTION STEP 6

Set in place efforts to offer staff better working conditions.

Photos or Videos



Thank you!

Contact us if there are any questions.

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