

**COMMUNICATION ON PROGRESS (COP):**

**OLOLO SAFARI LODGE & FARM**



Southern border of the Nairobi National Park, Nairobi

2021/2022 HIGHLIGHTS



*Figure 1: Sharing the Ololo essence (Chicken) with children in Kibera. St. Johns Kibera Primary. July, 2022*



*Figure 2: Paddock to Plate*



*Figure 3: The Ololo Community*

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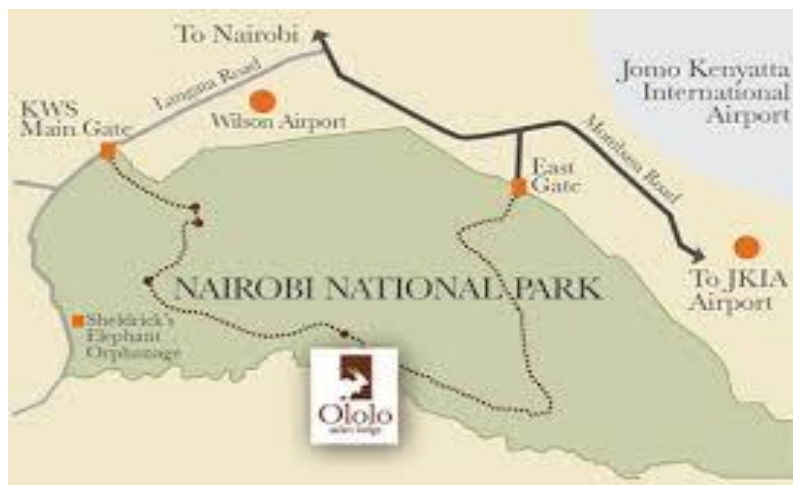
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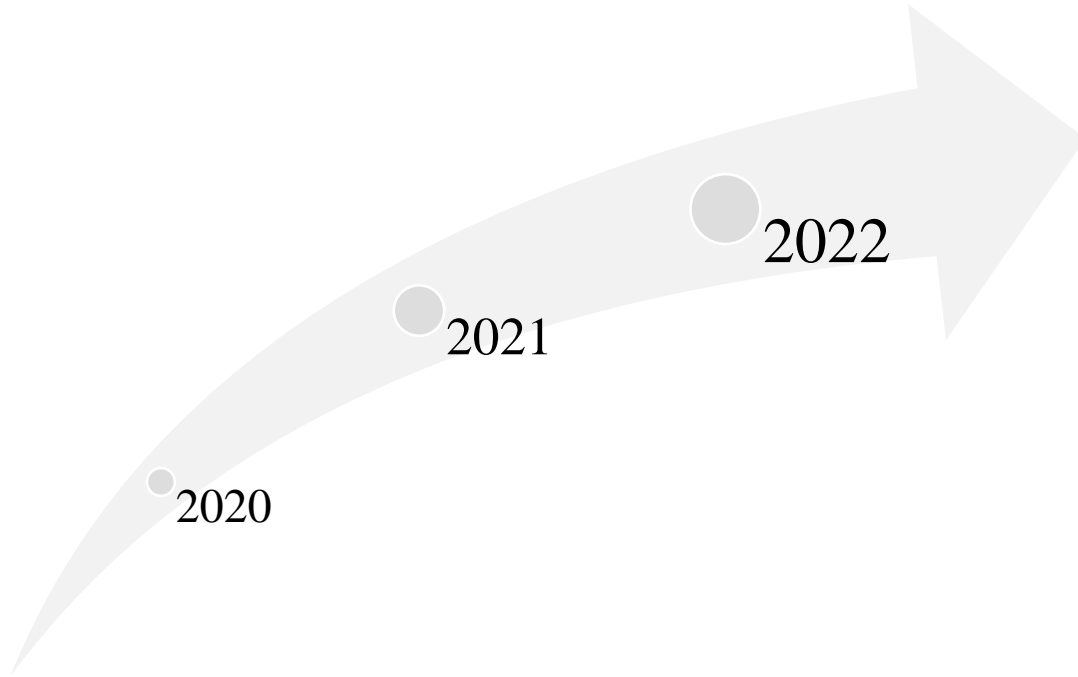
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Ololo Safari lodge & Farm is perfectly situated, on the beautiful banks of the Mbagathi River which forms the southern border of the Nairobi National Park (NNP), in Nairobi, Kenya. The lodge is a mere 45-minute drive through the park from Nairobi and both main airports, yet the lodge's secluded location feels like a world away. Set on a productive 20 acre working farm, Ololo offers the joys of delicious ‘paddock to plate’ fresh ingredients. With our established and secluded gardens, guests are able to settle in and soak up a unique safari experience.



Ololo supports the Global goals and the UN Global Compact’s ten principles and aims to demonstrate how small businesses in tourism & agriculture can play a critical role in achieving the SDGs. Our strategy is designed and driven by Care, Care for people and planet. We care to do what is right and that includes responsible tourism business i.e., highest quality of value creation in our four key focus areas - quality of employment for the Ololo Family, quality of our products and services to our guests and in our supply chain, quality of our soils and environment and the quality of our relationship with our community. Offering our guest, a unique home away from home, building a community amongst our staff & the local community, taking care of our environment and championing actions needed to contribute to achieving the sustainable development goals (SDGs). The 10 principles of the UNGC in the areas of human rights, labor rights, environment and Anti-corruption overlap and intersect with our key focus areas.

. This is the third Communication on Progress report since Ololo's commitment in June 2019. Over the years, we have worked to understand how our business relates with the SDGs and the 10 principles of UNGC. We have defined and positioned our strategy to create the maximum value possible at any one time. In 2019, we were privileged to meet with the Global Compact Network Kenya (GCNK) team in Nairobi where we discussed our initiatives that support the 10 principles. In the same year, we hosted the GCNK team at Ololo, where they were able to see what we have done and discuss opportunities for moving forward. Even though we had to close down during covid, most part of 2020 we still didn't lose focus. In 2021 we embarked on the journey to defining what we can do. 2022 we are focus more on our action plan and impact.



*Figure 4: Our Sustainability Journey & COP*

**Director's Statement**

We are pleased to confirm that Ololo Safari Lodge and Farm reaffirms its support of the Ten Principles of the United Nations Global Compact initiative 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, company culture and operations. We also commit to share this information with our stakeholders using our primary channels of communication. This past two years has been a foundational year in defining and establishing our commitment to be a force for good in our business and community. This includes understanding more on how our business and the SDGs interact, defining our SDG priority areas of action, placing goals and policies in place to ensure that our business strategy and daily operations are aligned to the UNGC principles. In the coming year, we look forward to do more activities in our action plan of integrating our sustainability goals, while we record, measure and communicate our impact.

Craig & Joanna Chapman



## 1. Environmental principles

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.

Ololo is dedicated to managing its environmental impacts proactively and we are committed to working together with the local community to regenerate and make our environment a suitable place to live. Ololo's vision is to ensure that natural cycles, including energy, carbon, mineral, microbe and water cycles, all flow freely in the lodge and farm. Ololo has an ambition to set and achieve net zero by 2030 through appropriate farming practices, growing trees, responsible business operations, waste & water recycling and shifting to renewable sources of energy.

Our paddock to plate concept sets us apart. The opportunity to grow our own food sustainably at our backyard not only reduces our foot print, it offers our guest a unique chance to enjoy healthy and nutritious vegetable, eggs, milk, meat, fruit and salads. Waste from the gardens and kitchens is composted on farm and used to grow more food. This perfectly demonstrates a circular food system model.

Our tree nursey has supplied us with more than 1500 fruit and indigenous trees grown by our guests and the Ololo team at Ololo and the local community the past one year under our trees for life initiative.



*Figure 5: Growing trees with School going children*

## 2. Human Rights Principles.

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2: Make sure they are not complicit in human rights abuses.

Within the Ololo Family are the employees at Ololo. We aim to provide with our employees with safe and decent work that respects the internationally recognized human rights and fair employment terms. Our goal is to not only offer such employment, but to ensure work experience is diverse and includes opportunities for learning and development. Ololo supports and follows all the Kenyan laws in regards to Human Rights and Labour as outlined in Ololo Human Right Policy Statement. This policy statement is a guideline to ensure that Ololo employees understand their human and labor rights. Ololo family's health, safety and wellbeing is very important to us. As a result, we ensure that every new member gets the proper training to handle all materials and requirements at work.



*Figure 6: Steve having a moment at work with our guest (Sue)*

This is the case whether the employees are working on the front of house, the hospitality department, the kitchen, maintenance or on in the farm. The workers are provided with protective clothing depending in their area of work. Additionally, Ololo ensures that all its permanent employees have at least the basic social security and health insurance (NHIF) that is supported and organized by the Kenyan government. Ololo encourages extra saving by its employees. To this end, Ololo is a member of KENPIPE Sacco and facilitates the transfer of part of the registered employees' salary into the Sacco for savings.



### 3. Labour Principles

- 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 labour;
- Principle 5: the effective abolition of child labour; and
- Principle 6: the elimination of discrimination in respect of employment and occupation.

Ololo has taken a bold stand against forced labour, compulsory or child labor. and, where applicable, recognize the right to collective bargaining. Ololo provides safe and healthy working conditions for all employees and ensures that rights to freedom of association and equal opportunity are incorporated in human resource practices. Over the years, Ololo has provided and improved staff accommodation as needed.

At Ololo, we take pride in our Staff Rotation Programme that enables staff to rotate between departments especially when their main department of work is not very busy. During the low tourist seasons and in 2020 where we suffered a pandemic, employees from the front of house that serve our guests at the lodge get an opportunity to learn how to grow their food at the farm. The farm staff get involved with the maintenance activities at the front of house. This is effective in two ways; it ensures that the available labor is allocated to where it is needed the most and also give the employees a new skill set that can be useful in their daily lives or down in their career path.

All the employees are treated equally and this is highlighted each time we have new employees come on board and an iterated in the many staff meetings. Through the Ololo Staff committee, employees get an opportunity to raise, discuss and figure out solutions to any arising issues in the day-to-day activities. Members of the Ololo Family do benefit from education opportunities that enable them to improve both their careers and their personal life. Ololo conducts workshops on various areas of interest to Ololo Family.



*Figure 8: The Ololo Family*

In 2019: Ololo conducted Organic Farming training and Tree nursery establishment and management.

In 2020: Some of the employees were able to attend external trainings on mushroom growing, snail farming and the Kenya Agricultural show. In 2021 & 2022, First Aid and Fire Safety Training.



*Figure 9: Fire Safety Training 2022*

#### 4. **Anticorruption Principles.**

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

Ololo Ltd. is committed to conducting its activities in an ethical and honest manner, and is committed to implementing and enforcing systems that ensure bribery is prevented. Ololo Ltd. Has zero-tolerance for bribery and corrupt activities. Ololo Ltd. Upholds all Kenyan laws relating to anti bribery and corruption. We are bound by the Kenyan laws of Anti-Corruption and Economic Crimes Act in regards to our conduct. Ololo management has always iterated importance of anticorruption and zero stated clearly its zero tolerance to bribery.

Ololo has a Tip Management Committee to ensure transparent and fair share of staff tips and resolving of any corruption allegations. Ololo has no written policy on anticorruption but will soon have one, none the less Ololo ltd does not hesitate to take serious action to address any corruption cases.

Way Forward

