

COMMUNICATION OF PROGRESS (COP)

THOMAS CHASE LIMITED

PERIOD COVERED BY COP

FROM 1ST JANUARY 2021 TO: 31ST DECEMBER 2021

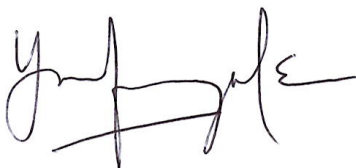
1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER 25th September, 2022

To our Stakeholders

I am pleased to confirm that THOMAS CHASE 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 that we have continuously used.

Sincerely yours,



ANTHONY ABAYOMI OMIYALE
Managing Director

1. DESCRIPTION OF ACTIONS

Human Rights

- We have ensured that all our employees are provided required safety gears and equipment for their job roles, activities and operations. We have equally ensured that all sanitary provisions for our employees are suitable and up to world class standard as we constantly review our procurement strategy to keep up to date with newer innovations in the market.
- We have put in a Human Resource Management procedure that has ensured that our workers are protected from workplace harassment be it physical, verbal, sexual or psychological harassment, abuse or threats.
- We have painstakingly taken measures to eliminate ingredients, designs, defects or side effects that could harm or threaten human life and health during manufacturing, usage and disposal of products. We equally update our Health and Safety guidelines to meet each and every operational requirement.

Labour

- As an organizational policy and guideline, THOMAS CHASE LIMITED does not and will not participate in any form of forced or bonded labour.
- Our remuneration and welfare package(s) comply and conform with minimum wage standards as stipulated by laws governing wages and remunerations in our countries of operation.
- Our human resources development and management process ensures that our employment related decisions are based on relevant and objective criteria that meets internationally recognized and industry acceptable standard.

Environment

- We are steadfast in our belief and pursuit of acceptable Environmental management procedures and we strive to avoid environmental degradation or damage. This we make possible by the regular but constant maintenance of our production processes. Our processes are well tailored to ensure effective air pollution control, waste management, treatment and disposal.

- We have put in a system that captures ‘near misses’ as an organizational method that ensures the capture ‘avoided accidents’ as a mitigant against and prevention of accidents which we support with emergency procedures that caters for occurrence of any accident immediately and adequately.
- We minimize the use and ensure the safe handling as well as storage of chemicals and other dangerous substances. Necessary industrial standard safety apparels and equipment are provided for their handling procedures and processes.

Anti - Corruption

- The corruption index for a country like Nigeria where we operate is rather high and continues to increase year in year out. There has however been in the last few years an increased awareness of the need to confront corruption at all levels and strata of the economy. This has helped our organization in no small measure as we are now more able to operate without the fear of abusing our organizational principle of not encouraging, participating or being involved in any form of corruption whatsoever.
- We, as an organization will not be involved in any under the table deals for consideration to be favored in contract negotiations. We will not pay or receive bribe or inducement from any source(s) and in cases where we are compelled to do otherwise, we are committed to reporting to the necessary governmental anti – corruption agencies even at the risk of losing such projects.
- We have and will continue to ensure that our internal processes and procedures support our company’s anti-corruption commitment.

2. MEASUREMENT OF OUTCOMES

- **Demography of Management**

Total number of Management Staff:	12
Age Bracket:	32- 65
Demography:	
Yoruba (South West Nigeria)	7
Ibo: (Eastern Nigeria)	3
Efik (South-South Nigeria)	1
Hausa (Northern Nigeria)	1

- **Demography of Employees**

Total number of employees	45
Age Distribution	19 – 59

Demography

Yoruba (South West Nigeria)	21
Ibo: (Eastern Nigeria)	6
Efik (South-South Nigeria)	4
Hausa (Northern Nigeria)	6

Foreigners

Ghanaians	6
Liberians	2

- As the COVID 19 pandemic continued to ravage, we did not witness any Covid break out within our management and employees. We also did not record any form of occupational disease, major or devastating injury to any member of our team during the period under review and report.