

COMMUNICATION ON PROGRESS

(COP) BASIC TEMPLATE

Period covered by your Communication on Progress (COP)

From: Oct 2021 to Oct 2022

1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER (OWNER OR PRESIDENT IN THE CASE OF SMALL BUSINESSES)

Please use the box below to include the statement of continued support signed by your company's chief executive officer

25th Oct 2022

To our stakeholders:

I am pleased to confirm that Eenovators Ltd 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.

Sincerely yours,



CHRIS MBORI
CEO

2. DESCRIPTION OF ACTIONS

Human Rights

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

Eenovators Limited has committed to observe all labor rights guidelines on the freedom of association and the effective recognition of the right to collective bargaining, the elimination of forced or compulsory labor, the abolition of child labor and the elimination of discrimination in respect of employment and occupation. All our employees are aware of their Rights including; the Right to a safe workplace free of dangerous conditions, toxic substances, and other potential safety hazards; Right to a grievance procedure, Right to be free from retaliation for filing a claim or complaint against an employer; and the Right to fair wages for work performed. We have conducted sensitization to our staff on their rights and also on the use of the provided channels to express their grievances.

Labour

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

Eenovators Ltd observes all labor rights guidelines on the freedom of association and the effective recognition of the right to collective bargaining, the elimination of forced or compulsory labor, the abolition of child labor and the elimination of discrimination in respect of employment and occupation. All our employees are aware of their Rights including; the Right to a safe workplace free of dangerous conditions, toxic substances, and other potential safety hazards; Right to a grievance procedure, right to be free from retaliation for filing a claim or complaint against an employer; and the Right to fair wages for work performed.

Over the past 1 year, we have procured safety Apparels for our staff as well as the right equipment that they need for execution of their projects efficiently. We also have a Youth Programme (Youth in Energy Empowerment Program) that seeks to train & provide internship opportunities in the technical space. We target youths with a technical background between ages 21-30 yrs. This year we have 10 gentlemen and 8 ladies taking part. This is an improvement from the previous year where we only had 3 ladies. The candidates hail from both Kenya and Uganda.

In the recently concluded year, we have also conducted staff training and development for our staff to ensure that they remain abreast with the current skills in their areas of expertise. We have also conducted webinars on mental health awareness, financial management and customer inclusion.

Environment

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

Eenovators is committed to ensuring that we positively contribute to the conservation of the environment both directly and indirectly. Eenovators Ltd staff, undertook a tree planting exercise within the vicinity our office as a move towards reducing carbon emissions. We also held the World Energy Day Conference on 20th-21st October 2022 themed “Empowering Energy Independence In Africa; Enabling Rural and Urban Renewable Energy Awareness, Access, and Affordability. We had over 100 delegates sensitized on matters climate change, clean cooking and use of renewable energy sources. We are also currently participating in the Climate Ambition Accelerator Programme offered by UNGC .This program is helping us in measure and set our carbon reduction targets. It’s also helping us benchmark with other participants in this program.

Anti-Corruption

Please use the box below to describe actions your company has taken to fight corruption. Examples include:

It is our policy to conduct all of our business in an honest and ethical manner. We take a zero-tolerance approach to bribery, corruption and fraud and are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate and implementing and enforcing effective systems to counter bribery. Bribery, corruption and fraud are criminal offences under the Laws of Kenya which expose Eenovators Ltd and its employees to the risk of prosecution, fines and imprisonment as well as tarnishing the Company’s reputation. As a matter of policy, Eenovators will NOT tolerate any employee or Third Party engaging in any act of bribery, corruption or fraud as defined in this Policy. Any breach of the stipulations herein will be regarded

In the past year we have included our anticorruption clause in all our contracts. We conduct a due diligence on all our suppliers before engaging them. We have also continually sensitized our employees on conducting business in an ethical manner.

3. MEASUREMENT OF OUTCOMES

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

- We had zero incidences of work-related injuries, and reduced absenteeism in the past year
- 18 Youths have been trained through the YEPP program and over 100 delegates impacted through our World Energy Day Conference.
- We held 3 trainings for our workforce
- The human resource manager maintains a record of all incidences that have been reported and how they were resolved. These are reviewed in our annual strategy meeting that is held at closing of the year with recommendations for improvements issued.
- we have developed a risk register which is updated regularly to ensure compliance in terms of mitigation and responsiveness