

07<sup>th</sup> December 2022

**COMMUNICATION ON PROGRESS (COP)**

Period covered by our Communication on Progress (COP)

From: August 2022 to: August 2023

**1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER**

To our stakeholders:

I am pleased once more to confirm to have sort for more time to post this after successfully seeking for more time within the accepted limits that Insight Security Company 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.

Sincerely yours,

INSIGHT SECURITY LIMITED



THOMAS STEVEN OSASO  
CHIEF EXECUTIVE OFFICER

## 2. DESCRIPTION OF ACTIONS

### Human Rights and Labour Practices at Workplace:

1. We have continued to protect workers from workplace harassment and domestic violence such as physical, verbal, sexual or psychological harassment, abuse or threats. For instance: Insight Security has an internal domestic violence policy for protection of employees inside and outside the organization. Furthermore, there is a facility to enable employees to report on incidences anonymously through a dedicated Speak UP line for whistle blowing known as "Talk Up"- a phone line number dedicated to employees to report on issues of abuse and bribery acts, or breach of code of conduct.
2. Insight Security Company Limited has budget lines allocated for learning and development of employees through its bursary policy including but not limited to on-job experience opportunities, training offered internally and externally, sponsored and time-off for study, and leadership and management for management leveraging the "Insight security's Spirit" (is experimenting, get it together and earning customer loyalty).
3. We continued to preach to our clients to better their workplaces since 90% of our security guards only work at our clients' sites so like some industries or like construction deal with firm machinery some of which might need assembling or workshops, so regularly might deal with potential hazards and danger. They have safety measures at work and guidelines in place to prevent workplace accidents and mishaps. However, managing a small business or being an entrepreneur, you may think your business and the type of work you do is free of risk; a common misconception. Here are a few tips to prevent common workplace accidents and mitigate risks to your business.
4. We continue to preach safety and security of our workers from all facets at workplace:-
  - **Avoid slips and falls**  
Repair damage to flooring that could cause someone to trip and keep hallways clear of clutter. Outside, ensure all walkways are shoveled and salted immediately after snow falls.



- **Be aware of electrical hazards**

If you have several items plugged in at desks, make sure you invest in an Uninterruptible Power Supply to protect computers and keep the power from spiking. If renovations are being done that involve electrical systems, move staff to a safe work area.

- **Limit manual handling and lifting**

If jobs require people to lift items regularly, ensure a system is in place to get at hard-to-reach items. If they need to lift heavy objects, make sure employees have the tools they need and know how to operate them safely.

- **Keep a well-stocked first aid kit in plain sight**

If you have a large office, place several kits throughout the area and make sure someone on staff is trained in first aid.

- **Create an emergency action plan**

Outlines emergency exits, practice fire drills, co-ordinate safe meeting places and create a system to account for employees' whereabouts.

- **Identify staff that may need extra help in an emergency**

Involve them in planning for their safety, and make sure the office is accessible, prepared for fires, power outages and other unexpected events.

- **Promote fire safety**

Identify potential fire hazards in your office and train staff how to use fire extinguishers.

- **Avoid injuries by storing items safely**

Place heavier items lower to the ground and distribute weight evenly in cabinets and on shelves.

- **Help reduce back pain and repetitive strain injuries**

Make sure desk chairs are properly adjusted, and computer monitors are at the right height for each user. Proper ergonomics will aid the longevity and health of staff that work at desks all day.

- **Protect your business against water damage**

Service HVAC equipment regularly. Pipes and other components in the system can leak, making the working environment more humid than it should be, which may give rise to other problems like mould

- Properly installed and maintained smoke alarms and carbon monoxide (CO) detectors can help save lives by providing a critical early warning for anyone in the home. Along with home fire sprinklers, they're the best tools we have for protecting our family from fire, injuries and carbon monoxide poisoning.

- **Types of smoke alarms**

- With so many options, at varying prices, it's hard knowing what type of device is best for your office or home. Whether you live in a newer home that's wired for



interconnected devices, an older home or a condo, here's a helpful guide on what's available:

- **Ionization smoke alarms** – Generally recognized for being more responsive to fast, flaming fires that feed on combustibles like paper, grease and synthetic material.
- **Photoelectric smoke alarms** – Generally recognized for their ability to detect smoke patterns from fires that slowly smolder before igniting.
- **Battery operated** – Typically the cheapest and easiest way to protect homes that aren't pre-wired for interconnected devices. Battery-operated smoke alarms continue to work through power outages, if the batteries are replaced and tested regularly.
- **10-year battery powered** – Sealed, lithium battery-powered smoke detectors last for ten years, essentially the life of the alarm. They're always on and also work through a power outage.
- **Hardwired AC operated** – These devices are wired to the household's 120V electrical circuit. They're interconnected, so if one device detects smoke or fire, all alarms throughout the home go off simultaneously. A power outage can affect these alarms, but many are equipped with a battery backup.

▪ **Carbon monoxide detectors**

- Carbon monoxide is a colorless, odorless and toxic gas that interferes with the body's ability to transport oxygen by blood. It can leak from anything that burns fossil fuels, including furnaces and exhaust vents for gas appliances, wood burning fireplaces, and exhaust fumes from idling cars.
- Exposure to low levels of CO can cause flu-like symptoms such as nausea, dizziness, headaches, confusion, fatigue, and shortness of breath. Exposure to high levels can be fatal. Children, the elderly and people with heart or respiratory conditions may be particularly sensitive to carbon monoxide.
- Because you can't see, taste or smell it, CO can affect you and your family before you even knows it's there. Carbon monoxide alarms and detectors can warn you when CO reaches a dangerous level, which most commonly happens during cold winter months when furnaces run and windows remained closed.

▪ **Types of CO alarms**

- CO detectors are available with the same power source options as smoke alarms – battery operated, 10-year lithium battery-powered, hardwired – but there are also plug-in AC CO detectors. They plug into standard electrical outlets and, in most cases, have a battery backup to provide protection through power outages.



- **Combination smoke and CO alarms**
- 2-in-1 devices are readily available and provide the best overall peace of mind. Both ionization and photoelectric alarms are available, and they come in all power source options except plug-in AC alarms.
  
- **Alarm and detector installation and maintenance**
- Ensure detectors are installed, cleaned and tested according to the manufacturer's instructions.
- Replace CO detectors every five to seven years, and smoke detectors every 10 years.
- Install detectors on each level of your home, including the basement. The best places are in living rooms, where most fires start, and in or near bedrooms to wake you at night. Make sure the units are not covered up by furniture or draperies, or plugged into outlets controlled by a wall switch.
- Change the batteries as often as recommended by the manufacturer, or when you hear the warning chirp. Never borrow batteries from your smoke detectors for another device.
- If you experience nuisance alarms caused by steam from the shower or heat from your kitchen, do not remove the battery. Try moving the alarm to a different location, or purchase an alarm with a hush feature that temporarily silences the alarm.
- Make sure your workers know what the alarms sound like, and what to do when they hear them. Develop and practice a **fire escape plan**, and arrange a meeting point a safe distance from your office. Your local fire department is an excellent source of information. Talk to them about **fire prevention** and carbon monoxide safety for your home.

#### **Environment:**

#### **E-Waste Management;**

1. Recycling and recovering activities to manage the use of radio call batteries through our supply chain management (such as working with authorized vendors) to reduce carbon footprint. The exercise is conducted under the supervision of National Environmental Management Council (NEMC).
2. Other specific elements of e-waste management entail, periodic monitoring of Diesel tank operations to manage infrastructure leaks or spillage on landscape. Monitoring visits to reduce environmental effects on soil, water pollution, and Air pollution from base stations. The exercise includes air conditioning maintenance and life cycle review for end of life waste management.

**Health, Safety and Environment Management;**

1. Education and awareness campaigns to employees on road, office and home safety to observe measures. At Insight security, we have for instance the "Absolute Rules" which are eight road safety measures for safe driving instituted in the workplace for employees to adhere to while driving.

2. The following is our environment policy is well advanced and acts as a constant reminder wherever we go, act or find ourselves amidst others during our works.

So there is need to share relevant information to all where applicable; remember lack of information or knowledge is also a risk and you might miss sales resulting from the gate operations or response that what the client is looking for isn't available yet it is there or you don't deal with same.

I am not advocating that you share every detail with everyone, but I have to let you know of all the risks.

A properly shared piece of information to right people mitigates the risks but sometime the perceived "right people" could also be the risks themselves.

**Foot notes:**

Broadly speaking, a **risk assessment** is the combined effort of:

1. identifying and analyzing potential (future) events that may negatively impact individuals, assets, and/or the environment (i.e. risk analysis); and
2. Making judgments "on the tolerability of the risk on the basis of a risk analysis" while considering influencing factors (i.e. risk evaluation)

Put in simpler terms, a risk assessment determines possible mishaps, their likelihood and consequences, and the tolerances for such events.<sup>[1]</sup> The results of this process may be expressed in a quantitative or qualitative fashion. Risk assessment is an inherent part of a broader risk management strategy to help eliminate any potential risk-related consequences.

**Need****Individual risk assessment**

Risk assessment is necessary in individual cases, including patient and physician interactions.<sup>[3]</sup> Individual judgments or assessments of risk may be affected by psychological, ideological, religious or otherwise subjective factors, which impact rationality of the process.<sup>[3]</sup>

A systematic review of patients and doctors from 2017 found that overstatement of benefits and understatement of risks occurred more often than the alternative.<sup>[3][4]</sup>



There is a tendency for individuals to be less rational when risks and exposures concern themselves as opposed to others.<sup>[3]</sup> There is also a tendency to underestimate risks that are voluntary or where the individual sees themselves as being in control, such as smoking.<sup>[3]</sup> A 2017 systematic review from the Cochrane collaboration suggests "well-documented decision aids" are helpful in reducing effects of such tendencies or biases.<sup>[3]</sup> The ways statistics are expressed and communicated, both through words and numerically also impact the interpretation of benefit and harm. For example, a fatality rate may be interpreted as less benign than the corresponding survival rate.<sup>[3]</sup>

### **Systems risk assessment**

Risk assessment can also be made on a much larger "systems" scale, for example assessing the risks of a nuclear power plant (an interactively complex mechanical, electronic, nuclear, and human system) or a hurricane (a complex meteorological and geographical system). Systems may be defined as linear and nonlinear (or complex), where linear systems are predictable and relatively easy to understand given a change in input, and non-linear systems unpredictable when inputs are changed.<sup>[6]</sup> As such, risk assessments of non-linear/complex systems tend to be more challenging.

In the engineering of complex systems, sophisticated risk assessments are often made within safety engineering and reliability engineering when it concerns threats to life, environment, or machine functioning. The agriculture, nuclear, aerospace, oil, railroad, and military industries have a long history of dealing with risk assessment.<sup>[7]</sup> Also, medical, hospital, social service,<sup>[8]</sup> and food industries control risks and perform risk assessments on a continual basis. Methods for assessment of risk may differ between industries and whether it pertains to general financial decisions or environmental, ecological, or public health risk assessment.<sup>[7]</sup>

### **Management Issues;**

1. Insight security takes into account during contractor selection of vendors/suppliers environmental controls.
2. Applies legal compliance on its contracts 'Duty of Care', during procurement and planning processes.
3. Having enrolled in ISO training and set our goals and objectives , every step is focused on the core values well aware of the 10 principles of UN Global issues.

### **Anti-Corruption:**

1. Periodic training for Insight security business partners, customers and CSR social development partners as well as employees receive online training and awareness on anti-bribery and gift and hospitality practices.

2. Code of conduct and ethical practices through sponsorship, charitable donations, and political contributions are address as high risk exposure for bribery to occur during tendering processes.
3. Stipulation of anti-bribery in all Insight security contracts and agreements for partnership obligation and responsibility to adhere to local and international laws.
4. The following is our company policy regarding corruption:

### **3. MEASUREMENT OF OUTCOMES**

1. Number of digital/technology solutions introduced or implemented to reduce paper, water and energy consumption across Insight security ecosystem, and sensitization on environment protection.
2. E-waste disposal frequency.
3. Consideration of gender and youth lenses in social development programs.
4. Trainings conducted for adaptation on alternative use of energy.
5. Trainings conducted on anti-bribery and human rights to the employees
6. Sudden interested number of clients seeking from us risk assessment and roundtable deliberations
7. More guard sheds erected by our clients helping our security guards to be safe during harsh weather conditions.
8. Our employees more interested in participating every Saturday in community cleaning environment sessions.
9. More women in leadership positions and have equal voices with male colleagues.