

COMMUNICATION ON ENGAGEMENT (COE)

Period covered by this Communication on Engagement

From: 07-04-2021

To: 01-04-2023

Statement of Continued Support by the Chief Executive

April 01, 2023

To all our stakeholders,

I am delighted to confirm LEAP Africa's continuous support for the United Nations Global Compact and its Ten Human Rights, Labour, Environment, and Anti-Corruption principles.

LEAP Africa remains focused on exemplifying these principles in how we conduct our business and engage our stakeholders. We are creating awareness and ensuring these principles are well embedded and come out in our activities as critical steps towards achieving a sustainable future.

In this Communication on Engagement, we share actions we have undertaken in the past two years related to the principles of Global Compact. We also commit to sharing this information with our stakeholders through primary communication channels.

We commit to continue supporting and participating in upholding the guiding principles of the UNGC in 2023 and beyond. Together we can be the change and effect the change we want to see for a better world.

Yours sincerely,

FOR: LEAP Africa Ltd/Gte



Kehinde Ayeni

Executive Director

Description of Actions

For 20 years, Leadership, Effectiveness, Accountability, and Professionalism (LEAP) Africa has stayed true to its mission. As a youth-focused leadership development organisation, LEAP Africa is committed to raising leaders that will transform Africa; through interventions for young people that bridge the gap in leadership, education, employability, and entrepreneurship.

Our cutting-edge programmatic thrusts inspire and equip young people, changing their mindset to lead ethically and motivating them to deliver positive change in their communities. We also support social entrepreneurs in building systems and structures crucial for business sustainability, contributing to livelihoods and social and national development.

As a foremost youth-focused non-profit in Nigeria, LEAP Africa actively contributes to the youth leadership body of knowledge by leveraging our strategic direction of ecosystem building, thought leadership, and advocacy.

With millions of direct and indirect beneficiaries and footprints across Nigeria and 34 African countries, LEAP Africa is committed to its mission to inspire, empower and equip a new cadre of African leaders by providing the skills and tools for personal, organizational and community transformation.

Towards Human Rights

- LEAP Africa implemented a programme called Strengthening Civic and Accountability and Local Engagement (SCALE) Countering Trafficking In Persons (CTIP) to raise awareness and understanding of Trafficking In Persons in Nigeria. One of the critical outputs of this programme was a short film competition. The winning films have been pushed to film festivals and distribution channels to increase awareness of human rights violations in trafficking in person.
- We launched a programme in 2022 called the Nigerian Youth Future Funds (NYFF) that focuses on empowering and strengthening the young Nigerian. We support the Nigerian Youth by encouraging and supporting their activist efforts and running campaigns that educate and onboard young Nigerians on the importance of civic participation. Together we are working towards the Nigeria we want.

Towards Labour

- LEAP Africa has a policy on Gender Equality and Social Inclusion (GESI) to support diversity and minority groups in the workplace. This policy addresses gender equality, elimination of discrimination at the point of hire, speaks against disrespect against minority groups and advocates for the inclusion of all groups in the workplace.
- LEAP Africa also has GESI champions in-house and rotates the champions to ensure participation
- We conducted a recent survey to ensure adequate inclusion based on gender and ethnic groups in the organisation.
- To strengthen our work across the different transition points for young people, we optimized our programme iLEAD which focuses on making Secondary education work by working with students and teachers of underserved schools. iLEAD ran a workplace readiness programme and provided internship opportunities for young secondary school graduates to build their experience and gain exposure to the world of work, thereby increasing their chances in the labour market.
- We also have a wellness programme in the workplace that encourages rest as a lifestyle. We have a culture of wellness in the workplace, and we have wellness champions who are responsible for keeping the organisation and members of staff accountable to rest.

Towards Environment

- With the introduction of the telecommuting policy, we have reduced time spent in vehicles bringing people to work.

- With the WFH flexible work arrangement, we have reduced the amount of power used in the organisation to run the facility.
- We utilise a three-power system, including an inverter and solar systems, to reduce energy consumption and create alternative power sources.
- The organization maintains a recycling policy and uses the Enterprise Resource Planning system to digitise operations and promote a paperless environment.
- With our programmes, we have worked with young people to execute change projects that focus on improving the environment, creating awareness on harmful environmental practices, cleaning up the environment and influencing others to take care of the environment.
- With our Social Innovators Programme *SIP*, we worked with several social innovators who are implementing sustainable development solutions across the continent.

Towards Anti-corruption

- All our training programmes are based on the principles of ethical leadership, and participants are taken through a specific module on values and ethics. It gives participants an overview of what it means to be an ethical and moral citizen in Nigeria and worldwide. This module also increases youth's understanding of the pervasive corruption issues and creates awareness of how they may contribute to corruption through their actions or in-actions.
- An Anti-money Laundering Policy is in effect, with annual training for the whole organisation conducted to demonstrate transparency and anti-fraud mechanisms in place.
- LEAP Africa maintains a weekly report to the Special Control Units Against Money Laundering (SCUML) of every fund donors and sponsors receive.
- Through customised training, social enterprises who go through our programme, such as the Social Innovators Programme (SIP), receive support in writing and reviewing policies such as the Whistle Blowing Policy and Code of Conduct.
- LEAP Africa also ensures that priority is given to building an ethical team. It has worked with HR within organisations to offer its course at Induction programmes and professional development exercises for employees to reduce the negative impact on business.
- LEAP Africa has continued to promote the purchase and use of its publication on ethics at workshops, events and programmes.
- LEAP Africa launched a course on Ethics and Integrity on our E-Learning Platform with an impressive uptake of participants.

Measurement of Outcomes

Outcomes	Description	Quantitative	Qualitative
Awareness Activities	Short Film Competition	71 direct beneficiaries and 17113 indirect beneficiaries	
Gender Equality and Social Inclusion (GESI)	Policy creation		Created a GESI policy that has ensured we are 100% compliant with inclusion in the workplace

Flexible Workplace Arrangements	Policy		Increased productivity and satisfaction in staff by 70%
Change Projects	Programme	224 change projects impacting the environment and catalysing change	
Integrity Course	Programme	610 learners have completed the e-integrity course in the last two years	
Civic Participation	Programme	104 direct participants in the civic debates for University students with an indirect reach of 6800	
Employability	Programme	Worked with 403 students through the iLEAD programme with an indirect reach of 6950	
Wellness	Culture		Increased staff satisfaction by 60% with the introduction of wellness as a culture in the organisation