



COMMUNICATION ON ENGAGEMENT REPORT

2020-2022

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Statement from the CEO

Kenya Climate Innovation Center (KCIC) is proud to continue its engagement and full support of the UN Global Compact (UNGC) and its ten principles. As an incubator supporting ecopreneurs, KCIC is committed to supporting the advancement of these principles which address human rights, labor, environment and anti-corruption. We endeavor to convey information and support our clients, partners, community and other stakeholders through our events, initiatives, and operations.

At a time when Kenya is slowly recovering from the worst recorded drought in its history, we hope that the masses can now come to terms with the word “Climate Change”. It is no longer a far-fetched topic, it is now a reality that has negatively affected the economy. . To quote the National Drought Management Council’s statement issued in April 2023 ” Despite the reported rains in most parts of the country in the last days of March, the rains are yet to impact on production systems. The drought situation thus remains critical in twenty-two (22) of the 23 ASAL counties.. Two (2) counties namely Marsabit and Turkana remain in emergency drought phase. Eight (8) counties namely Isiolo, Mandera, Kajiado, Samburu, Tana River, Wajir, Kilifi and Kitui are in alarm drought phase. Eleven (11) counties including; Baringo, Embu, Garissa, Lamu, Makueni, Laikipia, Narok, Nyeri, Meru, Kwale and Taita Taveta are in the alert phase”.

This statement comes after the director of metrological services ,Dr. David Gikungu, said that most parts of Kenya would receive depressed rainfall while the bread basket counties would receive a slightly higher amount of rainfall from the third to fourth week of march lasting until June 2023.Farmers were encouraged to grow fast-growing crops and/or drought resistant crops.

In Kenya, the year 2023 started with political uncertainties, weather uncertainties as well as economic uncertainties. However, this does not rob us of the strength to continue to spread the message of sustainable development and support efforts to eradicate poverty, reduce inequalities, make growth inclusive as well as make production and consumption sustainable.

This report aims to summarize our efforts and the progress made in advancing sustainability in Kenya and beyond. It highlights initiatives undertaken through financing , policy, partnerships, gender mainstreaming and business advisory.

Climate entrepreneurship has always been at the core of KCIC’s agenda. With our ever increasing pool of clients ,we are keen to advance the sustainable development agenda with the help of our local and global partners. This year, we have made tremendous strides in influencing corporate sustainability practices and stakeholder behavior through policy reforms and case studies .Significant progress has been made in intentionally advocating for youth engagement in matters of sustainable development, ensuring our programs are not gender blind ,boosting awareness of the Global Compact principles across our activities and driving proactive collaboration with partners to advance the sustainable development agenda in all the 47 counties of Kenya.

KCIC continues to participate in activities and initiatives of the UN Global Compact (UNGC) through the local Global Compact Kenyan Network in order to improve our professional and community awareness. In line with our own principles, we still believe the Sustainable Development Goals (SDGs) promise significant economic rewards for companies that invest in delivering innovative solutions and transformative change in this era of accelerated demand for sustainable products and services.

Looking ahead, we are confident that we are headed in the right direction not only as far as sustainable development goals are concerned but in making sustainability a lifestyle for all citizens. We are indeed inspired to work harder in encouraging the young and the old alike to support actions towards sustainable development.



JOSEPH MURABULA

CEO

About KCIC

The Kenya Climate Innovation Center (KCIC) is a social impact organization operating in the climate space, committed to supporting micro and small enterprises and driven by innovation. The KCIC provides incubation, capacity-building services, and financing to Kenyan entrepreneurs and new ventures that are developing innovative solutions in renewable energy and energy efficiency, water management, agribusiness, waste management, and commercial forestry in a bid to address climate change challenges.

Moreover, KCIC also supports clean- technology entrepreneurs to commercialize and scale innovative and locally relevant climate solutions to address the effects of climate change. KCIC's overall objective is to support green growth through strengthened domestic capacity and financing for the transfer, development, and deployment of innovative climate solutions.

Our Vision

"To be a one stop shop supporting innovative climate change solutions and sustainable development in Kenya".

Through this vision, KCIC aspires to be a lead actor in the inspiration, development, and actualization of climate change solutions in Kenya. We aspire to attain this status by providing change-oriented interventions to the private sector for the adoption of climate-smart technologies and solutions.

Our Values

Our values are the foundation of a positive culture that support the attainment of our vision and mission to deliver on our strategy and beyond and are reflected in the following ideals.

- Professionalism
- Innovation
- Client Satisfaction
- Teamwork
- Dynamism

Our Mission

“To provide business support, financing and awareness creation to empower the private sector to deliver innovative climate change solutions and provide strategic direction on matters policy, advocacy and sustainable development”.

Our mission summarizes the interventions we undertake to achieve the vision above. The mission statement is inspired by some of our institutional strengths which are quality service provision to the private sector in Kenya.

Our Management

The UNGC's principles are at the core of our management practices and are considered as the True North.

Regulation Compliances

KCIC has continued to comply to all the relevant regulations covered by Global Compact principles. We operate from Kenya and as an organization comply to the national and local authorities' regulations. These legislations relate to Occupational Health and Safety, Human Rights, Labor rights, Environmental rights and Anti-corruption issues. We have the relevant certifications from the authorities covering the above and policies in place to guide our compliance.

We, as a company, have compliance monitoring systems especially for our clients, whose business models are embedded on sustainable development. This helps not only to identify gaps but also ensure that they are following the human rights and environmental laws.

Assessments

KCIC has systems in place for monitoring and evaluation and risk assessment.

The team comprises of experts in business analysis, research and monitoring and evaluation. As we look to support the achievement of the SDGs, we continue to identify risks, opportunities and assess the impact of our services to the enterprises we support and to the environment.

Our findings go a long way in informing stakeholders within the sector focusing on climate change with a lens of labor rights; human rights; occupational health and safety and anticorruption issues.

To ensure our compliance is on track an annual audit both by an internal auditor and an external auditor is conducted to verify that our organization's governance, risk assessment and control processes are effective.

Policy

Our Company has a policy statement that covers human rights, labor rights, occupational health and safety, environmental and anti-corruption issues and includes a commitment to obeying the local legal requirements in addition to meeting the international standards. After our participation in the Target Gender Equality program, we revamped our gender policy to reflect equality, equity and social inclusion. Moreover, we are mainstreaming gender within the company in line with our action plan from the Target Gender program in collaboration with The World University Service of Canada (WUSC).

We believe in continuous growth and innovation that impacts the local community positively. Consequently, we aim to change livelihoods and leave no one behind. This commitment has helped our programs GreenBiz and Agribiz not to be gender blind.

Continuous improvement in our working culture as part of our policy has improved the productivity of the employees. Internal anonymous assessments or surveys have helped us change the strategy of the company and birth new policies. As a result, transparency has improved. Also trust between the employer and employee has improved tremendously.

Suppliers and Business Partners

KCIC has a transparent and efficient procurement system for itself and clients. In accordance with the nature of our business model, we support clients focusing on the following thematic areas: agri-business, renewable energy, water management, waste management and commercial forestry.

We encourage our clients, especially those in export-based farming value chains to have short-term contracts with their small holder farmers covered by Global Compact principles. We create a sustainable procurement system for our clients to enable them run their businesses proficiently. This has been proven by our client service team. The procurement structure incorporates internal incentives for both our workers and their workers. The products' prices and quotations for suppliers are a win-win for both parties (the supplier and us). We are encouraging support of women suppliers in procurement to achieve gender parity.



Community Development

Our vision encompasses sustainable development. We cannot achieve this without starting from an individual, to a family unit, a community then a country at large.

We have various partnerships with a number of stakeholders, that has enabled us change lives not only by providing sustainable goods and services but also inculcating a culture of appreciating the UN Global Compact Principles and the SDGs.

KCIC was recently selected to spearhead the revival of 4K Clubs, an initiative that was rolled out by the former President of Kenya, Hon. Uhuru Kenyatta. The initiative is set to encourage school children to embrace agriculture and learn sustainable agricultural practices. KCIC is working hand-in-hand with the Ministry of Agriculture, Livestock and Fisheries in training teachers for the selected schools.

KCIC partnered with University of Eldoret to co-create programs focusing on renewable energy, waste management and water management among KCIC's thematic areas. The University gladly offered land for a recent agricultural expo that saw hundreds of ecopreneurs gather to sell fresh organic plant and animal produce. This also enabled the community to benefit from agricultural expertise from University of Eldoret.

Other partnerships deemed fruitful include the EU-funded Agricultural Sector Development Support Programme (ASDSP) which helps with the development and strengthening of policies for selected agricultural value-chains.

Our programs continue to improve livelihoods and mitigate climate change through the promotion of low carbon-emitting jikos.

We continue to spread information on sustainable development through our website and client testimonials in our media center to create awareness on the changing trends in climate patterns and how the community or individuals can be part of greater good by supporting the UN Goals.

Communication

KCIC considers communication one of its critical values.

Due to this, we have systems in place to ensure transparency at all levels. This includes a written procedure within the human resource policy on how concerns are received, processed and settled without interfering with the company's activities and reputation. This also includes a whistle blowing channel.

The procedure is clear to all employees and they are able to present their grievances without fear of retaliation by management. It is 100% anonymous. Those who submit their grievances are later privately informed of the outcome if they are the only ones affected by the issue. Issues that affect multiple people are addressed publicly.

We communicate through our annual report how issues covered by the Global Compact Principles have impacted us and how we manage challenges and lessons gained from our successes and failures. In addition, we have two publications; e-Alert and "Live Green Magazine" where lessons and case studies as well as good practices are shared.



Human Rights

At Kenya Climate Innovation Center, we believe that productivity is directly connected to wellness of mind and body. We therefore have health and safety procedures that comply with the local and international standards. These ensure that our office space has favorable working conditions.

Our offices are cleaned regularly, have suitable temperature, ventilation and lighting, suitable washing and sanitary areas appropriate for both genders. Clean water and facilities for food storage have been provided. Moreover, we have a designated area where our staff can eat and relax.

In addition, we have first aid kits and fire extinguishers in place in case of a fire incident. Selected staff have been trained on how to use the first aid kit and fire extinguishers in case of an emergency.

Our Clients

We ensure our clients provide health and safety gear for their employees during operations. They also train their employees on the safety and use of the protective gear. Fire combating equipment as well as First aid-kits are also mandatory and are accompanied by training on how to use the equipment. In addition, we have a health and safety committee manned by selected office representatives. The representatives were offered training last year.

We involve our staff in health and safety issues. For instance last year, we did an internal survey to help us broaden our scope and cover loopholes when it comes to health and safety. We also hold meetings with health professionals to enlighten us on matters concerning health.

Fair Treatment

We recently developed an office relationship policy to address matters concerning sexual harassment, physical, verbal, psychological harassment as well as threat and abuse.

Our managers and staff have undergone training on how to identify and deal with harassment. The training has been very beneficial in bringing the team together as a family and looking out for others. We are in the process of developing a stand-alone document on sexual harassment.

Our Employees

We value our employees. Without them we would not have accomplished much. We have therefore had a written section under our human resource policy that addresses matters concerning wages, working days, leave days, health insurance and allowances.

Our employee's working hours are limited to 48 hours a week and overtime hours are infrequent and do not exceed 36 hrs per month. Currently, our employees are enjoying flexible working hours with at least one "work from home" day in a week.

We provide wages that enable our employees to meet their basic needs. In addition, we provide a health insurance cover. Last year we increased the amount under the maternity cover. Our employees enjoy paid holiday leave, sick leave and parental leave in accordance with international standards.

Employment Status

We ensure that all our employees have signed employment contracts before they commence their engagement with us. The contracts have detailed information on job description, salary entitlement and other systems and handbooks relevant to their employment.



As a leader in the area of sustainability we highly discourage forced labor not only within our company but also among our clients. Kenya Climate Innovation Center has transparent procedures and measures when it comes to human capital. Our employees are briefed by the Human Resource Manager on matters pertaining to salary, paid annual leave, paid sick leave, health and life insurance, telephone and internet allowance among other terms. The cover has now been digitized to allow employees access their medical details without having to carry the smart card.

We ensure that our employees are paid on time and communicate in case of delays. The net salaries paid within normal working hours are above the poverty line and can cater for their basic needs and for the needs of their closest beneficiaries or dependents without strain. The deductions made are within applicable national laws and procedures. In a case where there is work done beyond the working hours, which happens scarcely, this is compensated through provision of days off as a way of appreciation. Transport is also provided after certain hours. We however discourage overtime and only recommend it when necessary.

We support our employees by offering them loans through a company-based initiative with our banks. In case an employee seeks to exit the company with existing liability, we allow them to negotiate the repayment terms with financial institutions.

We do not retain crucial documents like identification cards, passports, travel documents or other personal items to prohibit employees to exit the company. We follow our well outlined procedures as outlined in the employment contracts.

We strive for a comfortable working environment to increase productivity within the company. We have therefore granted our employees freedom to leave the premises during breaks. In the case of emergency, communication goes to the Human Resource Manager who then grants permission after letting the line manager know of the situation. During COVID-19 pandemic, all staff members were allowed to work from home with flexible working hours. This has now been revised to one day work from home within the week. KCIC provided for telephone and internet allowances to cushion the team on such expenses. Daily check-ins by the Human Resources Manager were conducted.

We do not require applicants to pay any recruitment fees. The selection criterion for employment is clear and non-discriminatory.

Age

We comply with age standards and do not offer employment to persons under the age of 18 years. This is also a requirement by the Constitution of Kenya.

We verify this by checking the necessary documents required for employment like the identification card. We also ensure that participants in our apprentice programs are above the age of 18 years and that we do not in any way whatsoever interfere with the school program.

We ensure that employment-related decisions made in the company are based on a particular objective and are relevant to the Company's vision. Decisions concerning wages, trainings, discipline or termination are not based on gender, tribe, nationality or any other form of discrimination. Each job category has a stated job description with the necessary job requirements and salary description.

Our recruitment advertisements do not reference discrimination criteria. In addition, we do not ask for details pertaining to marital status, number of children or any other personal information that could lead to discriminatory hiring decisions. To counter discrimination, we have policies in place and a criterion that an employee can use to safely report such incidences.



Environment

KCIC is passionate about the environment. We have measures to ensure that we do not pollute the environment. To reduce greenhouse emissions, we rely 100% on solar energy. This is done with the help of solar panels installed on our office roofs. Moreover, our offices exhibit sustainable architecture which has helped us conserve electricity.

We provide business support to individuals focusing on renewable energy. In our dealings we have continued to form synergies with the government and civil society to create policies that will help foster an enabling environment.

In terms of water consumption, our employees drink treated water provided by the premise managers. The disposal of the water does not negatively affect the natural resources in the surrounding. In an attempt to reduce wastage, we have sensor taps and flushes within our premises.

We maintain relationships with national, regional and local authorities to ensure continuous conversations on matters concerning water sanitation and attendant policies. We continue to support our clients within this sector to enable them make available this resource to the public. KCIC has guiding principles regarding waste management. We train our employees on waste disposal and this has ensured reduction of waste by 90%.

We mostly share documents electronically and only print during events and when necessary. We also encourage double sided printing to save on paper. We have also discouraged the use of plastic bottles and opt for use of glasses and water dispensers. We ensure that our clients minimize air emissions during production and that the employees have the relevant garments like dust masks, overalls, safety shades with wrap-around frames, gloves and boots to do the job efficiently. The office is cleaned regularly to minimize dust on floors and surfaces.

We encourage innovation and use of environmental information especially to businesses who wish to receive advisory support from us. Our key goal is to ensure sustainability transpires within each sector. In our response to addressing biodiversity, we ensure that our clients have the necessary legal requirements to operate in the natural environment. Our clients, more so, within food production have the necessary certificates like the Global Good Agricultural Certificate(Global.G.A.P Certification) and Hazard Analysis Critical Control Point Certification(HACCP Certification) pertaining to food.

In addition, they have health certificates that are mandatory. We encourage them to indicate allergy information and also whether or not they have GMO components.



KCIC has a clear stand to not engage in corruption. We have a company policy stating how we should handle requests, payments, engaging in sponsorships etc.. It is a requirement for all team members to have high ethical standards. It is also in line with our Kenyan Constitution that we do not engage in corruption which has detrimental effects. We therefore, as a company, take time to train all our employees on how to maintain a high level of integrity.

Furthermore, initiatives tackling anti-corruption have been devised and implemented and the initiatives are monitored by appointed individuals under the oversight of senior leadership. We also have a channel of safely reporting incidences or suspicions. Our internal processes emulate our commitment against corruption and have selected individuals and departments to handle contracts, place orders, receive goods, make payments and process invoices.

We perform internal audits annually in which the auditing personnel has permission to identify alarms and report them to management for follow up-counter measures. Irregularities identified by

external auditors are raised by the management in a systematic manner for handling.

Our company's anti-corruption initiatives also cover third parties including agents, consultants and clients. We ensure all our agreements are well documented in written form and signed and that the contracts include a section on anti-corruption which must be complied with. We ensure the selection and terms of reference of agents and consultants are approved by the management and their payment is facilitated via bank transfers or cheques and never by cash. We also ensure statutory deductions are within standards established of by law.

We encourage the local business community and business partners to engage in the fight against corruption in order to promote a fair business environment. We also participate in policy dialogues that promote anticorruption practices.

Actions to Promote the UN Global Compact Agenda

1. Catalyst for sustainable entrepreneurship.

KCIC is a catalyst in promoting entrepreneurs to embrace clean technology for sustainable development. To achieve this, KCIC provides incubation services, proof of concept grants and seed funding with the purpose of scaling up innovations that support climate adaptation and mitigation. We have witnessed the adoption of these innovations at grassroot level as solutions to environmental, economic and social challenges through job creation, reduction of carbon emissions, profit generation by the businesses and improved health and nutrition among households.

AgriBiz Program

KCIC runs a 12-month Incubator program targeting start-ups and early-stage enterprises that have, as a minimum, a prototype. The program begins February of every year to February of the following year. The enterprises receive intensive practical training and business coaching to enable them prove their concepts in the market and progress towards commercialization. The program aims to create descent jobs for women and the youth while addressing food shortage and post-harvest losses. The program has supported a total of 2,115 enterprises.

GreenBiz Program

The 5 year program targets clients within the renewable energy, agriculture, waste management, water management and commercial forestry thematic areas. The businesses under the accelerator program receive business advisory support which includes; refinement of business models, creation of structures and systems as well as support to access technical facilities. The program runs from to February of every year and right now has a total of 210 enterprises across Kenya .

On September 2022, KCIC celebrated 10 years since inception. The following infographics highlight KCIC’s impact since inception:

Key Impacts



713,500
No. of customers reached by supported enterprises



1,300 clients
Have received Mentorship support



39,547 Jobs
Direct jobs created across the country, 56% represent woment



497 clients
Supported through POC, RBF and ESFM



15 Research
Comprised of sector & case studies documented & disseminated.



2,200 Enterprises
Incubated with 67% rate of commercialization



83,348
No. of people accessing clean water



USD 62,620,462
Amount of public and private sector finance mobilized



473,732 Tonnes of CO₂
Mitigated by supporting key innovations across the climate change space



73 Advocacy initiatives
comprised mainly of legislative/policy reforms & policy/stakeholder dialogues at national and county levels

2. Kenya Climate Ventures (KCV)

This investment management company was launched in 2016 as a subsidiary of Kenya Climate Innovation Center seeking to accelerate the development of the clean-tech industry as a whole by providing much needed tailored and targeted financial and managerial assistance support to innovative early-stage businesses. KCV seeks to invest in businesses that have relevant products or services, sustainable competitive advantage, good management teams and ethical business practices.

For more information visit their website <https://kcv.co.ke/>

3. Involvement in the drafting of the National Climate Change Learning Strategy

KCIC was part of two Focus Group Discussions (FGDs) which focused on obtaining feedback from the private sector, youth, women and vulnerable groups as part of input into the draft National Climate Change Learning Strategy.

Our submission focused on inclusivity and “challenge to opportunity” perspective of climate change to enhance learning on innovation and the building of resilience for decent and productive employment.

4. Ensuring Gender Parity in Climate Entrepreneurship

KCIC continues to pursue its strategic objective while incorporating inclusive and gender-balance strategy with a focus on climate mitigation and adaptation. This is achieved during the on-boarding process where the women and persons with disabilities(PWD's)are given priority in the Agribiz program

KCIC pursues its strategic objective while embracing an inclusive and gender- balanced strategy, with an increased focus on climate adaptation and mitigation. KCIC has an active policy targeting over 50% of all its engaged clients are from either gender.

5. Promoting the Mainstreaming of Sustainability Agenda in organizations' Strategies in Kenya

The sustainability initiative at KCIC aims at awareness creation and help in mainstreaming of Sustainable Development Goals in Kenya. The capacity building initiative exists to equip decision makers, policy makers and managers with the relevant skills to deliver institutional value through sustainable strategies.

The sustainability initiative implements projects along five pillars: Awareness creation, capacity building, and community of practice, think tank and project management.

6. Mainstreaming of UN human rights approach at work place

KCIC has embarked on the development of performance indicators to track implementation of human rights at the various clients' work places. The program will involve capacity building of clients on refinement of human resource manuals and policies to safeguard employees' rights, facilitation of clients to enhance safe working environments for supported clients and periodic monitoring and reporting on progress.

Below are some of the projects that have supported KCIC's sustainability initiative mandate:

Partnerships and Events


Below are some of the projects that have supported KCIC's sustainability initiative mandate:

CLIMATE LAUNCHPAD COMPETITION

For the 7th year Kenya Climate Innovation center hosted the Climate Launch Pad Competition (CLP) in collaboration with Climate KIC and other partners. The competition which is a platform born in the Netherlands, seeks individuals with innovative ideas geared towards mitigating climate change.

It is the world's largest green business ideas festival. The competition brought together local and international scholars to present and discuss innovative solutions to climate change adaptation. 20 teams were in the competition where 3 enterprises namely: Circularity Space and Krucial Nature who won under the circular economies theme while SowPrecise won under the Adaptation and Resilience theme.

Kenya did not have teams participating in the regionals however, SowPrecise Africa emerged best in Adaptation and resilience category while Circularity Space emerged best under the category for urban solutions.

The logo for ClimateLaunchpad features a large, light gray circular graphic with a stylized 'C' shape inside. Overlaid on this is a blue rectangular banner with the text 'ClimateLaunchpad' in white, sans-serif font. The banner has a small green vertical bar on its right side.

ClimateLaunchpad

VIJANA NA AGRIBIZ

On August 2022, KCIC launched the Vijana Agribiz a competition that targets young people with agricultural innovations and business ideas set to advance resilient and sustainable climate adaptation strategies in the African continent.

The competition received a total of 1000 applications across Kenya, thereafter 40 selected applicants were enrolled in bootcamps and later pitched before the judges.

Aquaculture Barn Limited emerged the winner taking home Kes.1 million followed by Kwa Mushroom Farm Limited who emerged First runners-up being awarded Kes.750,000. Finally, The Wonder Bee Limited emerged Second Runners-up receiving Kes.500,000. Other businesses within the competition were later absorbed into the agribiz to receive advisory support.



CORPORATE COMMITMENT TO CLIMATE CHANGE IN KENYA (4C-K) CONFERENCE

The Private sector is the driver of Kenya's economy and continues to play an instrumental role in enhancing the country's economic growth. Importantly, corporate leaders play an integral role in engaging on sustainable issues that impact their corporate bottom lines. This is evident with deliberate corporate contribution to reduce global warming and GHG emission along the business value chains. To this end, many companies are playing a vital role in embracing green technologies to mitigate the impacts of climate change. It is under this premise that Kenya Climate Innovation Center (KCIC) in collaboration with the Kenya Private Sector Alliance (KEPSA), the Kenya Association of Manufacturers (KAM), and Nation Media Group brought together the private sector leaders to discuss issues concerning Corporate Commitment to Climate Change in Kenya (4C-K) on November 10, 2021 at Strathmore University, Nairobi, Kenya. IKEA Foundation was the founding partner of the conference while KCIC Consulting Limited was the knowledge partner. The high-level conference was held against the backdrop of COP26 which happened in Glasgow. The conference brought together the government, business leaders, industry bodies, donors, and climate change practitioners with an objective to build momentum around the shift to a decarbonized economy and to ensure the private sector becomes a key partner.

MAINSTREAMING GENDER WITHIN KCIC

The subject of Gender has continued to be of great significance across the world. With most organizations striving to achieve gender parity as a reflection of gender equity and equality. KCIC is among those organizations having used the WEPs tool in analysis of our gender gaps, 5 staff attended the Target Gender training and we have been implementing the action plan. This will go a long way in ensuring the company's employee productivity, improving employee engagement, high employee retention rate and increased employee innovation and better client retention.

1.Revamped Gender Policy

We recently revamped our gender policy to reflect equality and social inclusion to accelerate its achievement within the organization in line with the company objectives. This will ensure Gender analysis is upheld, the programs developed are Gender-sensitive, Gender-Integrated implementation, participation and normative integration, development of gender sensitive policies among others.

2.Change in HR Practices.

We have made strides to ensure non-discrimination and equal opportunities within our HR strategies; practicing gender parity in job recruitment and hiring, professional development and promotion of qualified women for management positions, gender neutral language and images in communication, achieving equal pay gap, eliminating barriers in workforce participation due to societal gender norms and also the recruitment of persons with disabilities (PWD's).

3.Capacity Building

52 staff and clients trained on Human rights concepts. Human rights violation, Introduction to human rights, State obligations and the role of human rights defenders were among the topics covered. 45 clients and staff were trained on gender concepts covering basic gender concepts, social inclusion, gender ethics among others. Tools generated will help clients implement gender and human rights aspects in their businesses.

POLICIES/LAWS/REGULATIONS DRAFTED FOR LEGISLATION

1.Sustainable Waste Management Act

The Act was passed by both levels of Parliament earlier in 2022 and signed into law by the President in June 2022.

KCIC made submissions highlighting the role of the private sector in waste management to inform the legislation. KCIC's submission informed article 23 of the Act, which requires the Government to prescribe incentives and make regulations to expand private sector investment in waste management and circular economy.

2.Policy dialogue with clients and submission on Draft Biofuel Guidelines

KCIC held a policy dialogue with clients on the draft of Biofuel guidelines as presented by EPRA that provided a contextual analysis of the bioenergy sector in view of policies, institutions, processes, private sector contribution to evolving technologies and socio-economic and cultural aspects of biofuel.

CASE STUDIES CONDUCTED:

1.Case Study on Clean Energy Innovation Policies and Institutions in Emerging Economies

KCIC presented a case study on Kenya's Clean Energy Innovation Policies and Institutions, as part of a volume to be published by the International Energy Agency (IEA). The case studies present best practice, lessons and opportunities in clean energy innovation policies and institutions and the Kenyan experience with clean energy innovation and its enabling policy landscape.

The study finds that Kenya is among the leading economies in clean energy innovation in Africa, considering its huge investments in renewables such hydro, wind and solar. There is marked increase in private sector investments in renewables over the past decade, largely driven by an enabling policy environment. This has immensely contributed to energy access particularly in the rural areas. It also notes that productive use of clean energy is on the rise even though general challenges in the investment climate periodically destabilize progress made. The draft report is currently being reviewed by the IEA and the India Institute of Technology Delhi (IITD).

2.Sector Study on Kenya's Green Economy Landscape: An Assessment of Milestones

In support of the government's green agenda, espoused in the Green Economy Strategy and Implementation Plan (GESIP), the study broadly assessed the milestones in implementing green economy initiatives as embedded in the Vision 2030 development blueprint as well as other national policy frameworks.

The relevance of the study lies in influencing government policy to enable commercialization of green enterprises in order to reposition the country's priorities as it shifts focus from the Third Medium Term Plan (MTP III) to the fourth (MTP IV) of the development blueprint while also supporting in aligning mitigation and adaptation priorities in the yet-to-be developed National Climate Change Action Plan (NCCAP 2023-2027). This would be done through relevant proposals and policy recommendations.

Key highlights from the study indicate that social inclusion and the pursuit of sustainable

livelihoods push most Kenyan firms to attain moderate levels of greening for aspects such as Environmental Impact Assessments (EIA), environmental audits, green packaging, sustainability reporting, afforestation, carbon trading, carbon footprints disclosures, green/renewable energy adoption, targeted proper waste management initiatives, green supply chain and eco-labelling.

ADVOCACY AND AWARENESS CAMPAIGNS

1)SDG Village at the People Dialogue Festival

KCIC, alongside other partners in the private sector, government, and civil society, co-created the SDG Village at Kenya's People Dialogue Festival (PDF). The PDF is an initiative of the Danish Embassy in Kenya meant to bring together different strands of Kenyan society, including the Kenyan political leadership on conversations surrounding democracy, inclusion and sustainable development.

The SDG Village held on March 2022, was a convergence of thematic conversations on the different elements of Agenda 2030, bringing together experts, policymakers, the private sector, civil society and the wider Kenyan society seeking pathways towards SDG attainment.

KCIC co-created and took part in two policy conversations:

a) Policy Dialogue on Zero Hunger- KCIC participated in the policy dialogue on zero hunger alongside Denmark's Minister for Food and Agriculture, the Chief Administrative Secretary in the Ministry of Agriculture and other development partners. The conversations highlighted the place of women and youth agribusiness innovations in reducing hunger and called for continued enabling policy environments to spur enterprise growth within the sector.

Government representatives committed to continued partnerships with all stakeholders, particularly the private sector, in their quest to have an inclusive, innovative, technologically oriented and sustainable agribusiness sector. Development partners pledged support and collaboration with government and all stakeholders for reduced vulnerabilities to hunger.

b) Policy Dialogue on Private Sector Contribution to Attainment of the SDGs

KCIC together with the Kenya Private Sector Alliance (KEPSA) and the Kenya Association of Manufacturers (KAM) highlighted the place of green business practices and innovations being spearheaded by the private sector to drive SDG implementation. Private sector contribution to the commercialization of climate technologies in a local context was highlighted as was the case for enhanced resilience and improvement of socio-economic outcomes for human development.

OTHER ADVOCACY INITIATIVES

c) Policy Dialogue on Youth and Climate Action - through partnership with County Government of Mombasa, the private sector, and the youth in Mombasa County, KCIC co-created the Youth and Climate Action Forum, an event which brought together young people interested in climate action from across the County, policymakers, private sector players, experts and researchers, students, civil society organizations and other interest groups within the climate action ecosystem. The forum brought conversations on climate solutions to the core and policymakers from Mombasa County committed to sustained engagement with the private sector particularly in seeking solutions to the waste challenge.

d) Danish Water Day in Kenya- This brought together public and private sector players as well as development agencies in the water sector. Conversations that took place, including during the panel discussion, focused on knowledge sharing on best practices, water management, water supply issues, optimizing efficiency towards sustainability and non-revenue water. Participants called for collaboration and technology transfer in addressing water challenges and bringing down the cost of water.

e) Advocacy partnerships with EU-funded programs and ASDPSP II

Through partnerships with other EU-supported programs such as AgriFI, the AgriBiz programme has achieved more in advocacy initiatives such as policy development and strengthening of advocacy platforms. This has led to more sector and value-chain specific policies being prioritized as per the needs of clients in those counties. The Agricultural Sector Development Support Programme (ASDSP II) which operates across the country has also brought on board partnerships with the following counties: Kisii, Meru, Machakos, Uasin Gishu and Bungoma.

ACCESS TO KNOWLEDGE PRODUCTS

A webinar was held to celebrate the International Women's Day under the theme: Why You Need to Embed Gender Diversity and Inclusion in Your Business Strategy. The panelists were drawn from the KCIC and its subsidiaries i.e. Kenya Climate Ventures (KCV) and KCIC Consulting.

KCIC also participated in the National SME conference and Expo 2022 where six clients exhibited. KCIC received media publicity across all Nation Media platforms during the three-day event.

PUBLICATIONS

KCIC was featured in all the four editions of The Edge 2022, a 24-page quarterly magazine published by the Business Daily. The focus was on ESG Environmental, Social, and Governance (ESG), Designing Work that People Like and Business Sustainability. KCIC content featured support to SMEs to implement ESG as they are provided with various support services and how incubators are building future work as well as sustainability for SMEs.

The KCIC "Live Green" Magazine Issue number 20 and 21 were released with a focus on organic farming as a way of enhancing sustainability as well as commercial forestry. The final Issue focusing on the circular economy will be shared in January 2023.

WORLD UNIVERSITY SERVICE OF CANADA (WUSC)

World University Service of Canada (WUSC)'s Volunteer Cooperation Program (VCP) is a 7-year initiative (2020-2027) that aims to strengthen the performance of 70+ partner organizations in 6+ countries to advance gender equality and economic empowerment for 1.2 million poor and marginalized youth, in particular young women. KCIC has received two volunteers, supporting it in three strategic areas namely; the development of the partnership mobilization strategy, mainstreaming gender and social inclusion in programming, and strategic communication. Training of clients on gender and social inclusion has been undertaken and various clients' activities covered for visibility.



Contact Us

Kenya Climate Innovation Center
Strathmore Business School
P.O Box 49162 - 00100
Tel: +254 703034701, +253 703 034
000 www.kenyacic.org
info@kenyacic.org