COMMUNICATION ON PROGRESS (CoP)

The CoP Reporting Deep Dive: Lessons from 2024 and Strategy for 2025

20 February 2025 | 9:00 AM – 1:00 PM
Ibis Styles Hotel

Agenda

1. Overview of the Workshop and Expected Outcomes
2. The Communication on Progress Report
   - Importance
   - Milestones
   - Lesson Learnt
   - Data Insights
3. Case Studies | Participant Reflections
4. CoP Data Visualization Tool
5. 2025 CoP Reporting Requirements
6. Key Takeaway and Closing Remarks
7. Feedback and Reflection

Tell us about yourself!

- What industry are you in?
- What do you think about sustainability?
- What company do you look to as the gold standard for sustainability?
- What are you hoping to learn in these discussion sessions?

OVERVIEW

Expected Outcomes

By the end of the workshop, participants will:

- ❑ Understand key lessons from 2024 CoP reporting
- ❑ Gain practical insights from leading Kenyan companies
- ❑ Improve their reporting strategies
- ❑ Enhance data collection and stakeholder engagement
- ❑ Benchmark performance using the CoP Data Visualization
- ❑ Network and exchange knowledge

THE COMMUNICATION ON PROGRESS REPORT

What is the UN Global Compact and the CoP?

The United Nations Global Compact is the world's largest corporate sustainability initiative, which measures participants' progress towards the **Ten Principles of the UN Global Compact** and the **Sustainable Development Goals (SDGs)** through the annual Communication on Progress (CoP).

The **Communication on Progress (CoP)** is the accountability mechanism of the UN Global Compact.

UN Global Compact Network Kenya

Reviewing your Commitment !

- Leadership Commitment (CEO and Board)
- Letter from Chief Executive to UN Secretary-General Antonio Guterres
- Willingness to engage in continuous performance improvement
- Setting strategic and operational goals, measuring results, communicating internally and externally
- Openness to dialogue and learning around critical issues
- Participate in events at local (and global), engage in stakeholder dialogue
- Commitment to transparency, accountability & public disclosure.
- Annual Communication on Progress (COP)

COMMUNICATION ON PROGRESS REQUIREMENTS

CEO statement

The letter of continued support for the UN Global Compact can now be electronically signed

Questionnaire

Online completion of questions on corporate actions related to the Ten Principles and the SDGs.

Digital Platform

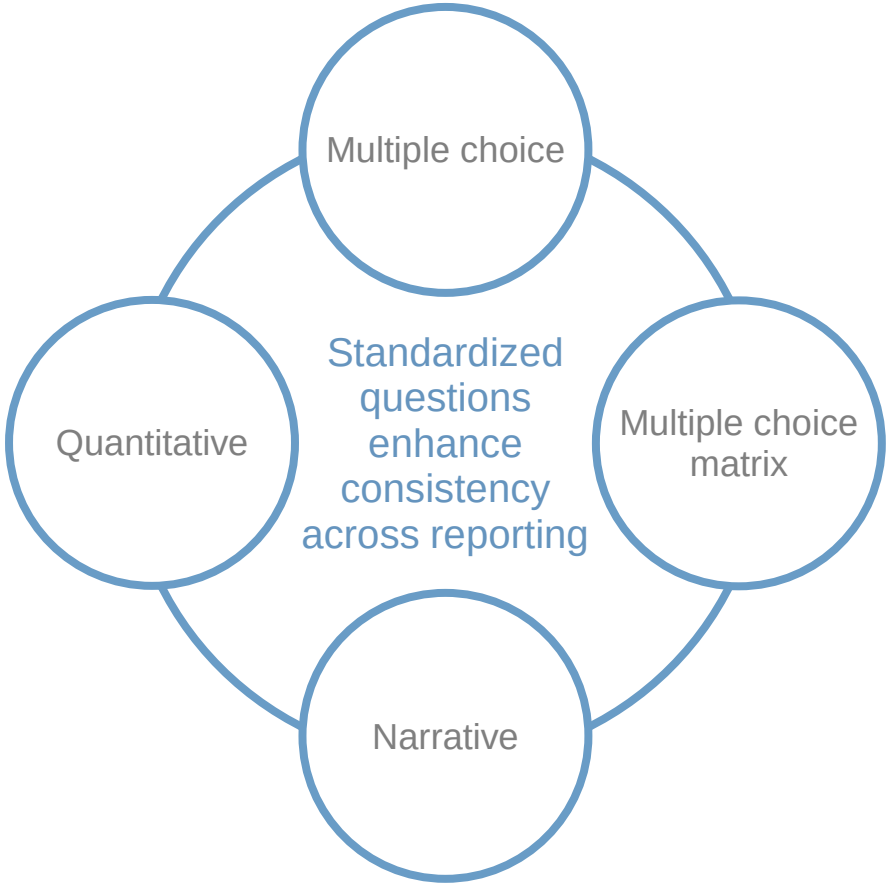
Both elements can be completed and submitted on the UN Global Compact website.

The questionnaire helps companies track performance against the Ten Principles

Areas related to the Ten Principles

	14 Governance	8 Human rights	13 Labour	12 + Environment	8 Anti-Corruption
Materiality	N/A	HR1: Salient human rights (e.g.) • Working conditions • The right to water and sanitation • Land-related Human Rights • Rights of Indigenous peoples	N/A: HR1[1] • Freedom of association • Child labor • Forced labor • Nondiscrimination • Occupational safety and health	E11: Operating sectors • Additional mandatory questions on water, air pollution, waste / biodiversity / land / forest [E12-E20] for companies in some sectors	N/A
Commitment	G1-G5 • Board engagement • Public commitment • Code of conduct • Accountability • Cross-functional committee	HR2: • Policy	L1 • Policy	E1 • Policy	AC1 – AC2 • Compliance programme • Policy
Prevention	G6-G7 • Operational risk assessment • Due diligence	HR3 – HR6 • Workforce engagement • Actions in reporting period • Who receives training • Assess progress	L2 – L5 • Workforce engagement • Actions in reporting period • Who receives training • Assess progress	E2 – E4 • Workforce engagement • Actions in reporting period • Assess progress	AC3 – AC4 • Who receives training • Monitoring
Performance	G11-G14 • Executive pay • Board composition • Other sustainability reporting • Auditing	N/A	L6-L11 • Collective bargaining (%) • Trade union (%) • Women in leadership • Pay ratio • Injury frequency rate • Injury incident rate	E6-E10 • Scope 1, 2, 3 emissions • Research & development • % renewable energy use • Environmentally friendly products/services	AC5 • Reporting of incidents
Remediation and Reporting	G8-G10 • Mechanisms to raise concerns / Whistleblowing • Enable remedy • Capture lessons	HR7 – HR8 • Did you enable remedy (Y/N) • Practical action to implement (open narrative)	L12 – L13 • Did you enable remedy (Y/N) • Practical action to implement (open narrative)	E5 and E21 • Did you enable remedy (Y/N) • Practical action to implement (open narrative)	AC6 – AC8 • Measures taken • Collective action • Practical action to implement (open narrative)

1. Labour materiality questions are asked in the Human Rights section



CoP QUESTIONNAIRE

VALUE OF THE CoP DIGITAL QUESTIONNAIRE

Build credibility and brand value

Measure and demonstrate progress

Compare against peers

Identify gaps and learn

How does the new Communication on Progress relate to other sustainability reporting trends and regulations?

- The UN Global Compact is **neither a standard-setter nor a reporting organization**. While the new CoP can be seen by some as a new reporting standard, it emerged from the need to increase participants' accountability, promote participants' learning and enhance stakeholder access to comparable information related to the Ten Principles. Therefore, the CoP is the organization's unique reporting framework connected to the Ten Principles.

- The new CoP questionnaire draws from or is **aligned with existing reporting standards** like the GRI and CDP, and the content and structure of the questionnaire is **aligned with relevant frameworks** like the UN Guiding Principles on Business and Human Rights and ILO conventions.

- Certain regulations (e.g. CSRD-ESRS or IFRS-ISSB) are expected to require more information (more topics and more granular disclosures also in narrative format) from companies than the CoP will. Therefore, it is expected that **companies that produce reports e.g. according to the CSRD-ESRS requirements, will already have collected all data needed to also complete the new CoP** questionnaire - rather than the other way round

- The new COP platform, and the UN Global Compact overall as part of its thematic offerings, will provide support resources and guidance to help participating companies learn and disclose on key sustainability areas listed in the new CoP. While CoP disclosures alone will not be enough to fulfill, for instance, ESRS disclosure requirements, through engagement with the UN Global Compact and by disclosing on the COP, **companies will be better prepared also to act and communicate on the topics covered by the ESRS and other regulations**.

Features of a good COP

Be Complete:

- The info should be complete and accurate enough to assess and understand the org. performance in relationship to the four issue areas

Ensure relevance:

- Should contain all the necessary info for a stakeholder to judge the sustainability performance of a company

Show progress

- Info should be presented in a manner that enables readers to analyze changes in an org. performance over time.

Use Indicators

- Use performance indicators appropriate for your company size, sector and unique operating environment

Be specific

- It should include specific descriptions, e.g.
- **Don't:** "We conduct training…"
- **Do:** "Last year, we trained 10 employees on waste management…"

Who is Responsible for Compiling the COP?

- It's the product of team effort.

- Multi-faceted so speak to the relevant people :

  - Risk/Compliance/Quality Assurance/ Ethics Staff
  - Corporate Affairs/PR
  - Human Resource/Administration
  - PA/Secretary to CEO
  - CSR/Foundation
  - CEO

- Input for the COP should be a **continuous process** and not when the deadline is a few days away!

4 – STEP GUIDE TO COP SUBMISSION

1

Understand your requirements

1. CEO Statement of Continued Support
2. CoP Questionnaire

2

Know your deadlines

- 2025 CoP submission period is from 1 April 2025 to 31 July 2025
- New joiners need not submit a CoP until the year after joining

3

Prepare your report

- Review CoP
- Use CoP Guidebook
- Start Data Collection Early
- Access UNGC Dashboard

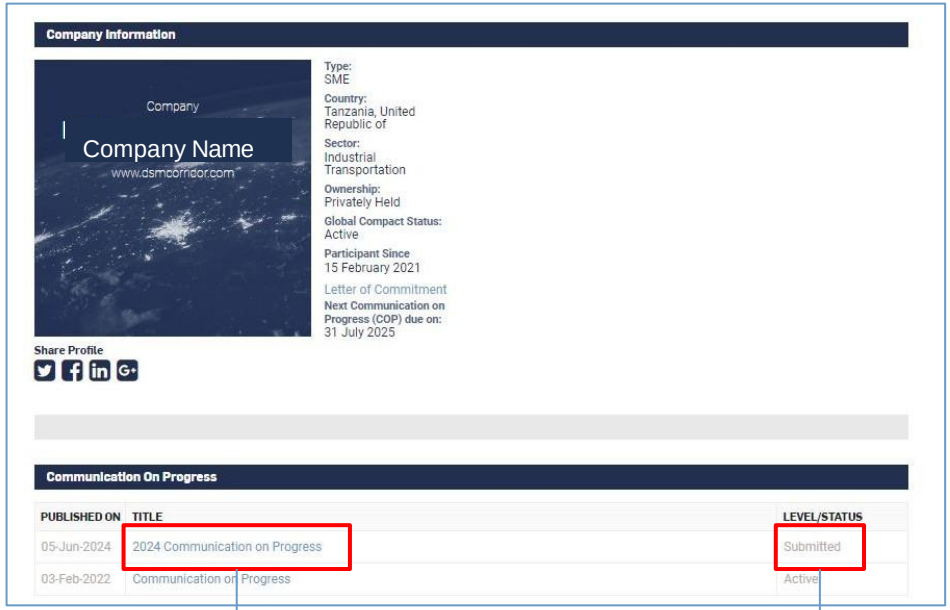
4

Complete and submit your CoP

Participants are welcome to include supplementary materials in their CoP submission

CoP submissions publicly available on participants' profiles upon completion

Participant Public Profile

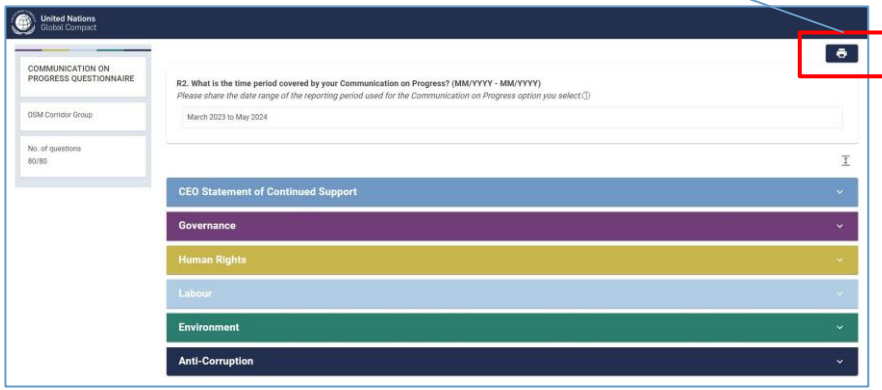


Click here to view your submission (preview on the right)

You have successfully submitted the 2024 CoP, and no further action is needed.

Export your submission as a PDF.

2024 CoP Viewer Page



Features:

- Participant's responses displayed under header of each collapsible/expandable section
- Branching logic captured
  - Only questions with answers are shown, e.g., matrix questions only display answered rows

DATA INSIGHTS

DEMOGRAPHICS | OF RESPONDENTS

RESPONDENTS 10,983

COUNTRIES 153

INFORMATION

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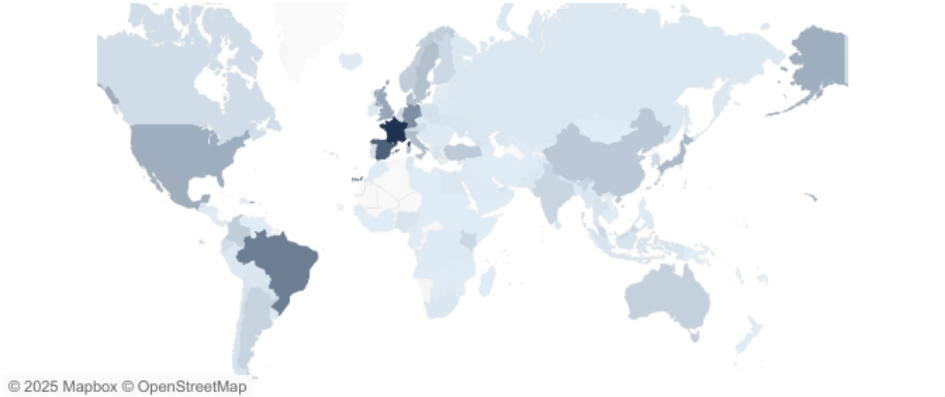
- Labour
- Environment
- Anti-Corruption

LOCATION | %OF RESPONDENTS

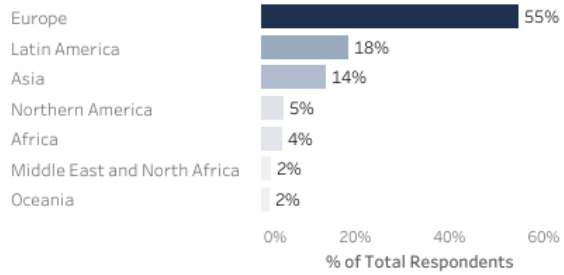
Click to filter

LEGEND | % of Respondents 0% 12%



REGION | %OF RESPONDENTS

Click to filter



COUNTRY | %OF RESPONDENTS

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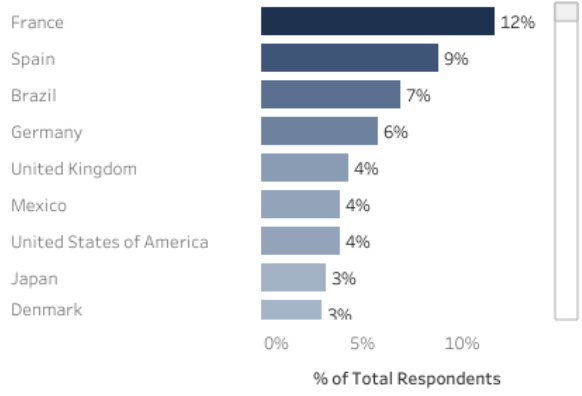

SECTORS | %OF RESPONDENTS

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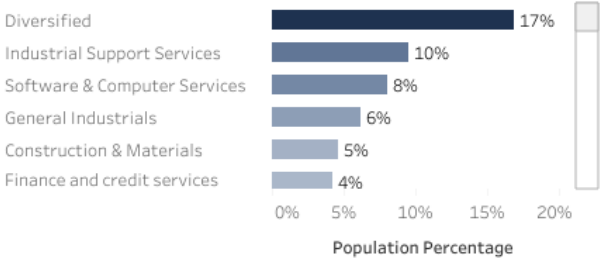

ORGANIZATION TYPE

Click to filter

2024 CoP Data
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** Note:* *Respondents in this case refers to CoP Digital Questionnaire respondents only*

DEMOGRAPHICS | OF RESPONDENTS

RESPONDENTS 484

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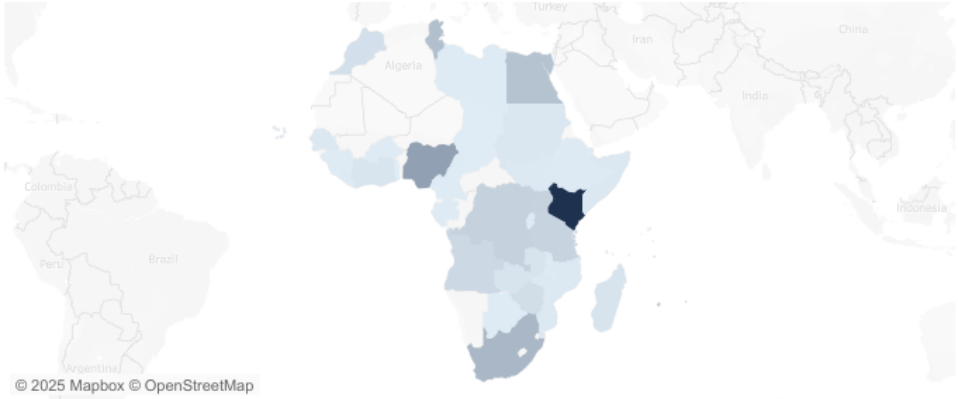
LOCATION | %OF RESPONDENTS

Click to filter

LEGEND | % of Respondents 0% 29%



REGION | %OF RESPONDENTS

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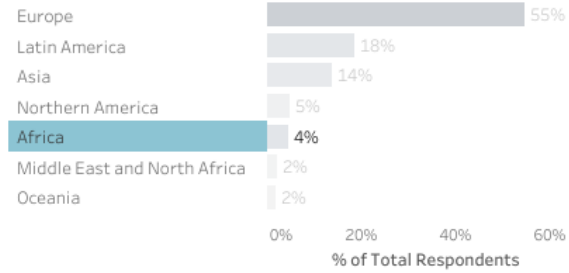

COUNTRY | %OF RESPONDENTS

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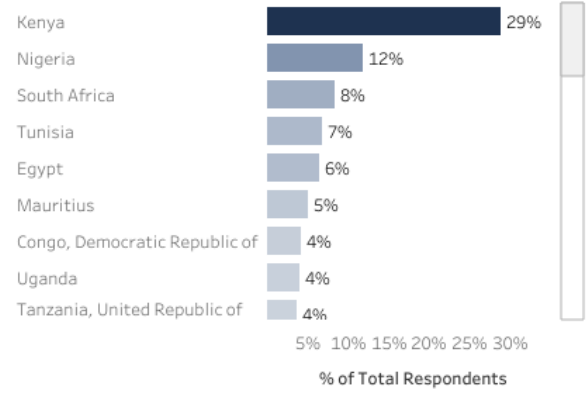

SECTORS | %OF RESPONDENTS

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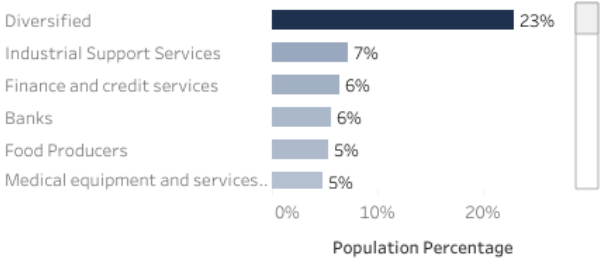

ORGANIZATION TYPE

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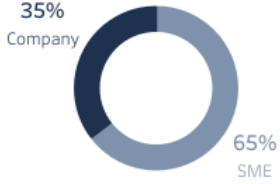

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DEMOGRAPHICS | OF RESPONDENTS

RESPONDENTS 139

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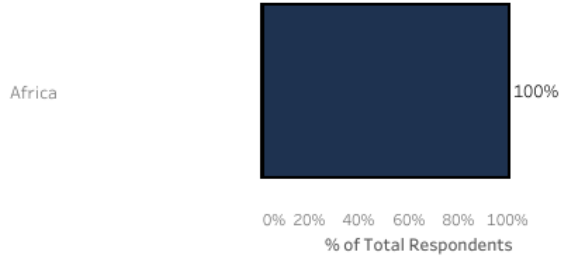
LOCATION | %OF RESPONDENTS

Click to filter

LEGEND | % of Respondents
0% 29%

REGION | %OF RESPONDENTS

Click to filter



COUNTRY | %OF RESPONDENTS

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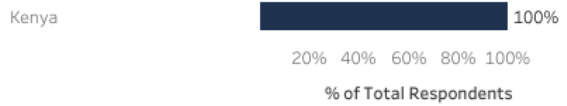
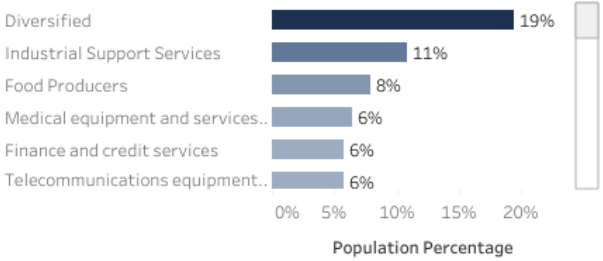


SECTORS | %OF RESPONDENTS

Click to filter



ORGANIZATION TYPE

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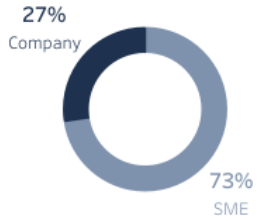

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GOVERNANCE
INDIVIDUAL QUESTIONS

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FILTER

Region
All

Country
Kenya

Type
All

Sector
All

Showing the Volume of Total Respondents choosing each Answer Choice

Show Numerical

Display results by: Percentage | Volume

Question:
G1. Does the board/highest governance body or most senior executive of the company:

Region: **All**, Country: **Kenya**,
Sector: **All**, Organization Type: **All**

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GOVERNANCE
INDIVIDUAL QUESTIONS

Summary | Individual Questions | Cohort Comparison

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FILTER

Region
All

Country
Kenya

Type
All

Sector
All

Showing the Volume of Total Respondents choosing each Answer Choice

Show Numerical

Display results by: Percentage | Volume

Question:
G6. Does the company have a process to assess risk?

	No, this is not a current priority	No, but we are planning to develop on within the next two years	Yes, related to our own operations	Yes, related to our own operations and suppliers	Yes, related to our own operations and the value chain
Human rights risks	9/ 139	16/ 139	47/ 139	29/ 139	38/ 139
Labour rights risks	5/ 139	14/ 139	47/ 139	30/ 139	43/ 139
Environmental risks	6/ 139	22/ 139	41/ 139	30/ 139	40/ 139
Corruption risks	8/ 139	15/ 139	40/ 139	29/ 139	47/ 139

Region: **All**, Country: **Kenya**,
Sector: **All**, Organization Type: **All**

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HUMAN RIGHTS
INDIVIDUAL QUESTIONS

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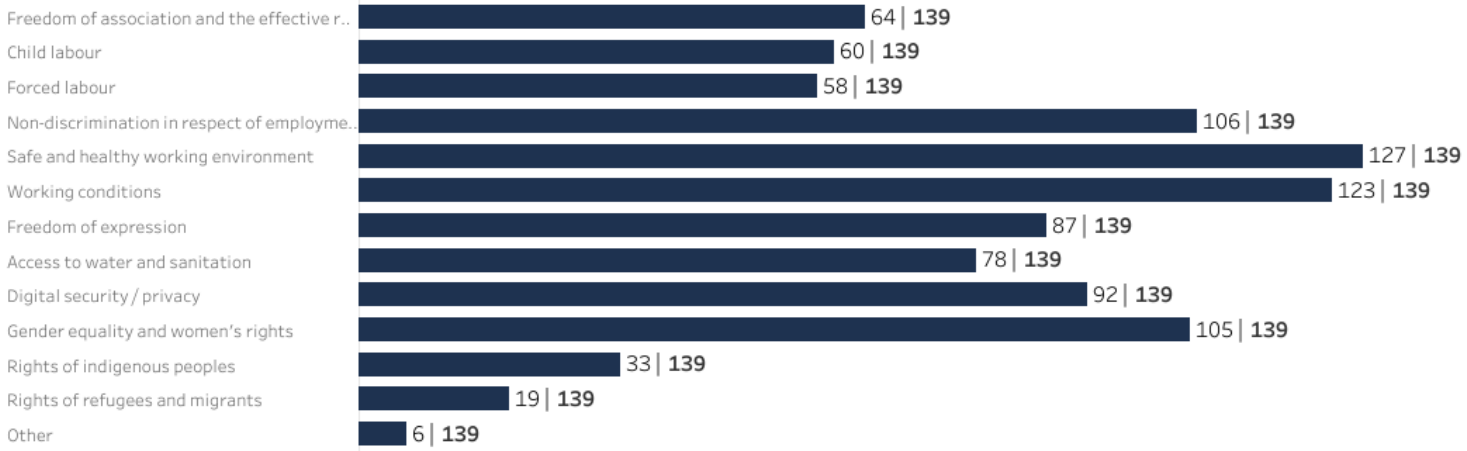
2024 CoP Data
Data Refreshed:
12/30/2024 6:12:18 AM

Showing the Volume of Total Respondents choosing each Answer Choice

Show Numerical

Display results by: Percentage | Volume

Question:
HR1. Which of the following has the company identified as material human rights topics connected with its operations and/or value chain, whether based on their salience or another basis?



Region: **All**, Country: **Kenya**,
Sector: **All**, Organization Type: **All**

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ENVIRONMENT
SUMMARY

Summary | Individual Questions | Cohort Comparison

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FILTER

% of Total Respondents taking 'Positive Action' for each area

Hover over any of the questions to take a look at the responses in more detail

Display results by: Percentage | Volume

Legend | % of 'respondents' 0% 100%

		Climate change	Water	Oceans	Forests/ Biodiversity/Land u..	Air pollution	Waste (e.g., chemical spills, soli..	Energy & resource use
Commitment	E1. Does the company have a policy commitment in relation to the following environmental topics?	61 /139	53 /139	24 /139	49 /139	63 /139	84 /139	78 /139
Prevention	E2. Within the reporting period, has the company engaged with potentially affected stakeholders or t..	78 /139	71 /138	38 /139	67 /139	72 /138	95 /139	89 /138
	E3. What type of action has the company taken within the reporting period with the aim of preventing/mit..	95 /139	80 /139	38 /139	74 /136	86 /139	109 /139	106 /139
	E4. How does the company assess progress in preventing/mitigating the risks/impacts associated ..	86 /136	86 /137	47 /138	78 /137	87 /136	110 /136	108 /137
	E5. Within the reporting period, has the company been involved in providing or enabling remedy where..	120 /139	117 /139	107 /139	118 /139	118 /139	121 /139	122 /139

Region: **All**, Country: **Kenya**, Sector: **All**, Organization Type: **All**

2024 CoP Data
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ANTI-CORRUPTION
SUMMARY

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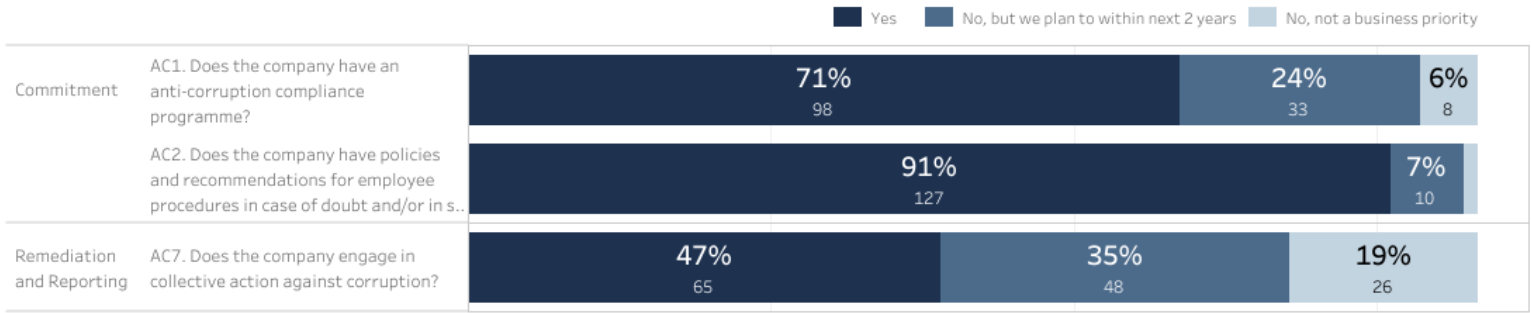
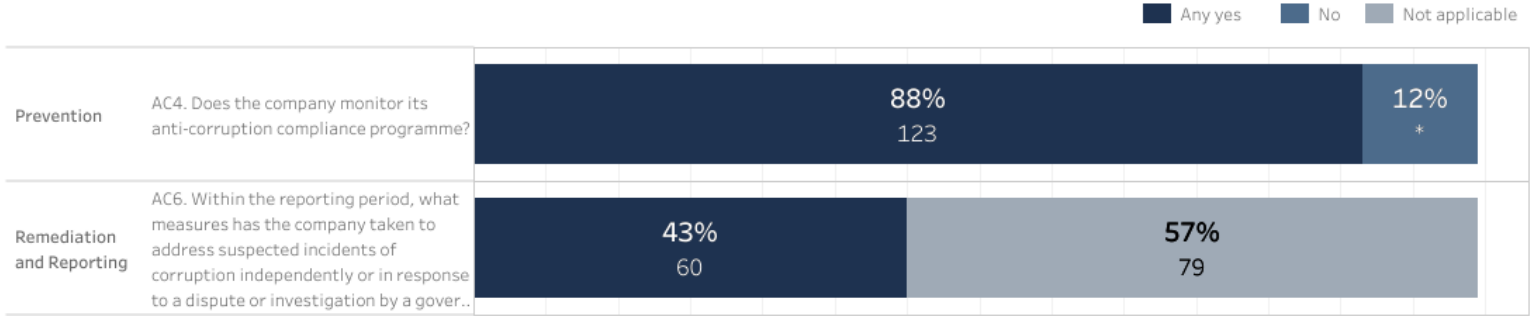
% of Total Respondents taking 'Positive Action' for each area

Hover over any of the questions to take a look at the responses in more detail





Region: **All**, Country: **Kenya**,
Sector: **All**, Organization Type: **All**

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2024 CoP Data
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12/30/2024 6:12:18 AM

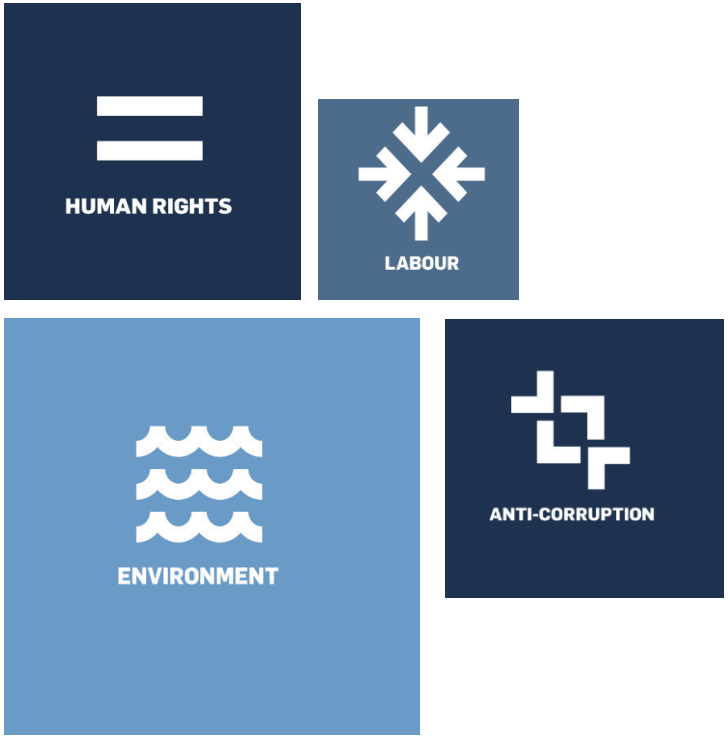
Key Takeaways:

Category	Key Trends	Challenges	Areas for Improvement
Governance	Increased board-level ESG oversight	Lack of sustainability-linked executive compensation	Link performance incentives to sustainability goals
Human Rights & Labour	More companies adopting DEI policies	Inconsistent grievance mechanism reporting	Standardize human rights reporting frameworks
Environment	Growth in renewable energy adoption	Incomplete GHG emissions reporting (Scope 3 missing)	Improve emissions tracking and third-party verification
Anti-Corruption	More whistleblower mechanisms in place	Gaps in supply chain due diligence	Strengthen supplier audits and training

PARTICIPANT REFLECTIONS

KENYA WOMEN MICROFINANCE BANK

GOVERNANCE SECTION



UN GLOBAL COMPACT
Network Kenya

GOVERNANCE IN

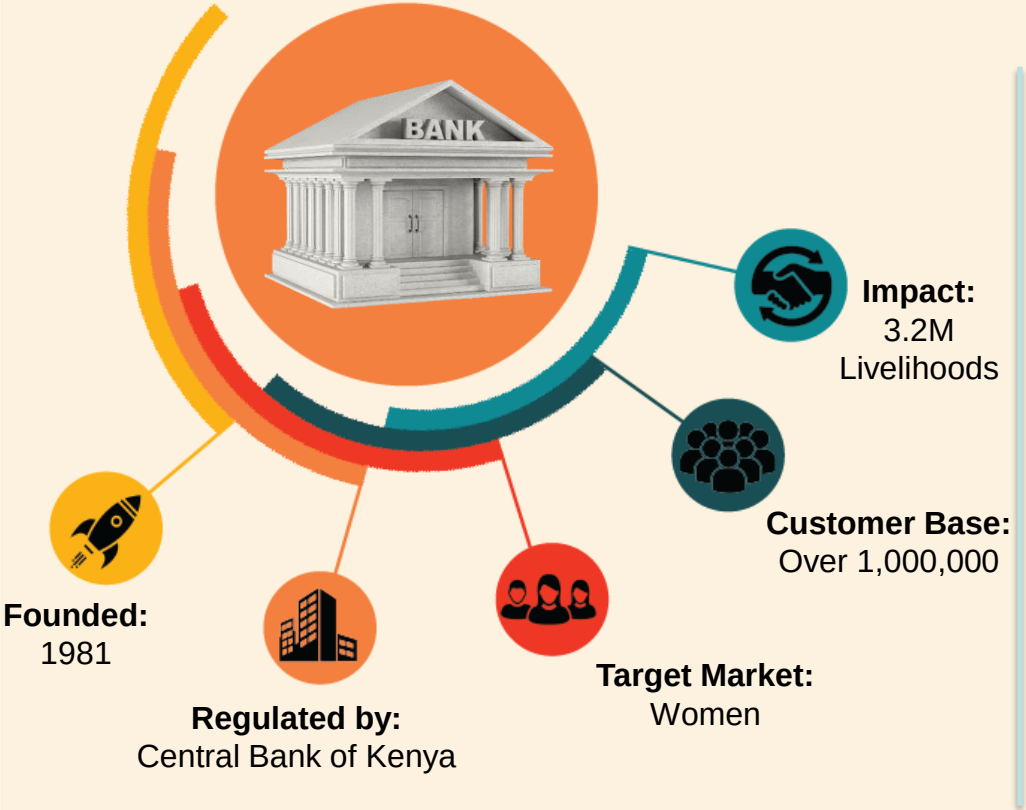
CoP REPORTING

KWFT
BANKING ON WOMEN

ABOUT KWFT

KWFT
BANKING ON WOMEN

INTRODUCTION



Impact:
3.2M
Livelihoods

Customer Base:
Over 1,000,000

Target Market:
Women

Regulated by:
Central Bank of Kenya

Founded:
1981

VISION: To be the women's financial solutions provider with a difference.

Services:
Savings
Credit
Bancassurance

Network: Counties - 45 out of 47

Branch Network: 190 Branches

Award Winning:
Gender Inclusivity
Social Impact
Youth Empowerment
Technology
Community Service

KWFT
BANKING ON WOMEN

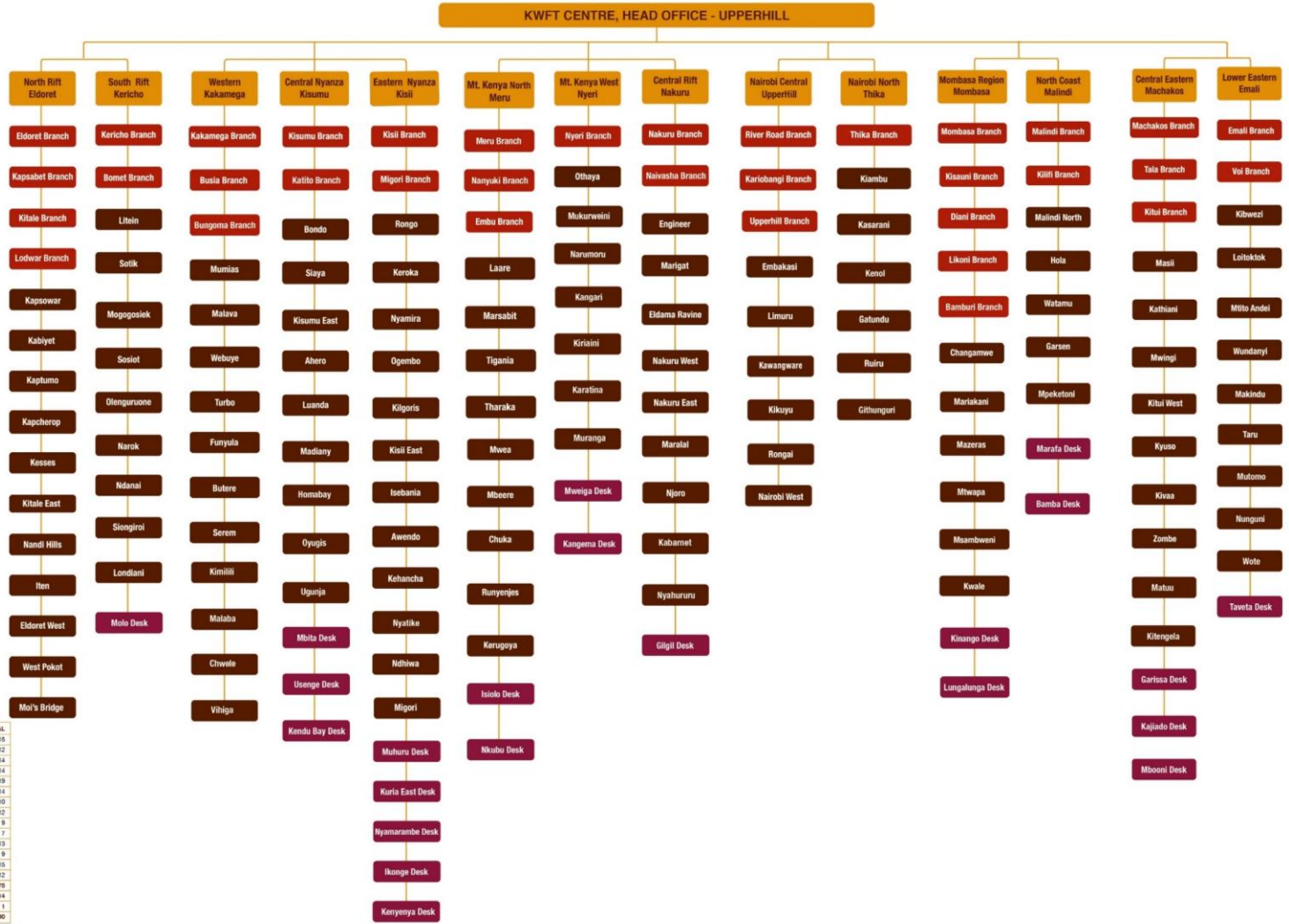
KWFT STRATEGIC FOCUS

PEOPLE
Focus is on Social Impact

PLANET
Provision of Environmentally Friendly Products

PROFIT
Focus on Financial Sustainability

KWFT
BANKING ON WOMEN

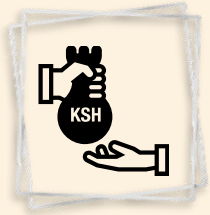


REGIONAL OFFICES	DT	NDT	DESKS	TOTAL
North Rift	4	11	-	15
South Rift	2	9	1	12
Western	3	11	-	14
Central Nyanza	2	9	3	14
Eastern Nyanza	2	12	5	19
Mt Kenya North	3	9	2	14
Mt Kenya west	1	7	2	10
Central Rift	2	9	1	12
Nairobi Central	3	6	-	9
Nairobi North	1	6	-	7
Mombasa Region	5	6	2	13
North Coast	2	5	2	9
Central Eastern	3	9	3	15
Lower Eastern	2	9	1	12
TOTAL	35	116	22	175
Regional Offices	-	-	-	14
Headquarter	-	-	-	1
TOTAL	-	-	-	190

KWFT
BANKING ON WOMEN

KWFT PRODUCTS

SAVINGS



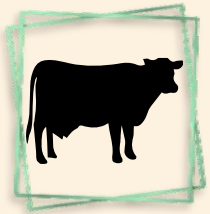
BUSINESS

UNSECURED FINANCING

EDUCATION LOAN

PHONE LOAN

ASSET FINANCING



AGRIBUSINESS

MICROHOUSING

WATER & SANITATION

CLEAN ENERGY

BANCASSURANCE

1.Savings products
2.Loan products
3.Micro Insurance

KWFT
BANKING ON WOMEN

CORPORATE GOVERNANCE STRUCTURE

KWFT
BANKING ON WOMEN

GOVERNANCE

Governance refers to a Company's :

- ❖Leadership And Management Philosophy
- ❖Practices
- ❖Policies
- ❖Internal Controls
- ❖Shareholder's rights

▪ **Governance - Sets out how a company's structure and practices are managed and those responsible are held accountable.**

GOVERNANCE TRENDS

- Increased focus on Board and Management Dynamics (Gender, academic qualification, skills set, age, ethnicity etc)
- Board effectiveness and evaluation
- ESG integration
- Enhanced risk management
- Focus on stakeholder management
- Stakeholders demanding ethical leadership and business practices
- Resistance to bad corporate culture
- Emerging Technology and Digital investments

KWFT BOARD OF DIRECTORS

DR. JAINE MWAI
BOARD CHAIR

KARIUKI KITABU
MANAGING DIRECTOR

SHARLYNNE MBAI

MERCY KIOGORA

REBECCA LIKAMI

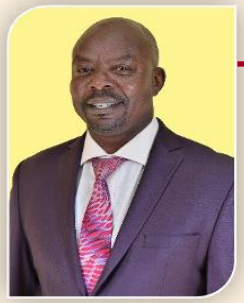
JACKLINE KERUBO

ROSE MUYANGA

KWFT
BANKING ON WOMEN

SENIOR MANAGEMENT

DIRECTOR
FINANCE & STRATEGY



MANAGING DIRECTOR

DIRECTOR
CREDIT ADMINISTRATION

GENERAL MANAGERS

UMAN RESOURCE

MARKETING &
INNOVATIONS

INTERNAL AUDIT

BUSINESS DEVELOPMENT

ICT

BANK OPERATIONS

BANCASSUARANCE

KWFT
BANKING ON WOMEN

STRATEGIES ADOPTED AT KWFT

Governance:

- ✓ Board – 85% are women
- ✓ Senior Leadership- 75% are women
- ✓ Staff – 56% are women
- ✓ Management – 48% are women

HR Policies

- ✓ That enhance safety, security, protection at the workplace.
- ✓ Recruitment, Promotions and reward guidance.
- ✓ Equal pay for equal value of work.

Training programs

- ✓ Mentorship and training for skills and knowledge.

Member of Initiatives that support women empowerment

- ✓ UNGC
- ✓ Women Empowerment Principles (WEP's)

GOVERNANCE: PRACTICES AT KWFT

- **Board Charter: Provides clear definition of the:**
  - Roles and responsibilities of the board
  - The process of selection of directors including the composition
  - Minimum skill sets
  - Retirement of a board member.
  - Disqualification of a board member.
- **Board committees**:
  - Board Audit & Risk Compliance Committee
  - Finance, Procurement and Marketing Committee
  - Credit Committee
  - Human Resource and Board Nomination Committee
- **Risk Management**:
  - KWFT has a process of risk identification, prevention, mitigation and reporting
  - Different policies developed to ensure ethical business
  - Policies reviewed regularly

GOVERNANCE: PRACTICES AT KWFT

- Integrity statements (transparency, ethics, code of conduct, data privacy etc)

- **ESG Framework**
  - Policy
  - Strategy

- **ESG Committee**
  - Managers of key functions within the bank
  - Tasked with the delivery of ESG strategic goals, initiatives and KPI's
  - They have access to relevant information
  - Champion and train on ESG in their respective departments
  - Report monthly on each department's plans , progress and achievements

- **Process where stakeholders can raise concerns on sustainability topics**
  - The process is formal
  - It is communicated to all staff and non employees (eg suppliers)
  - The whistleblowing mechanism is confidential

TRACKING MECHANISM

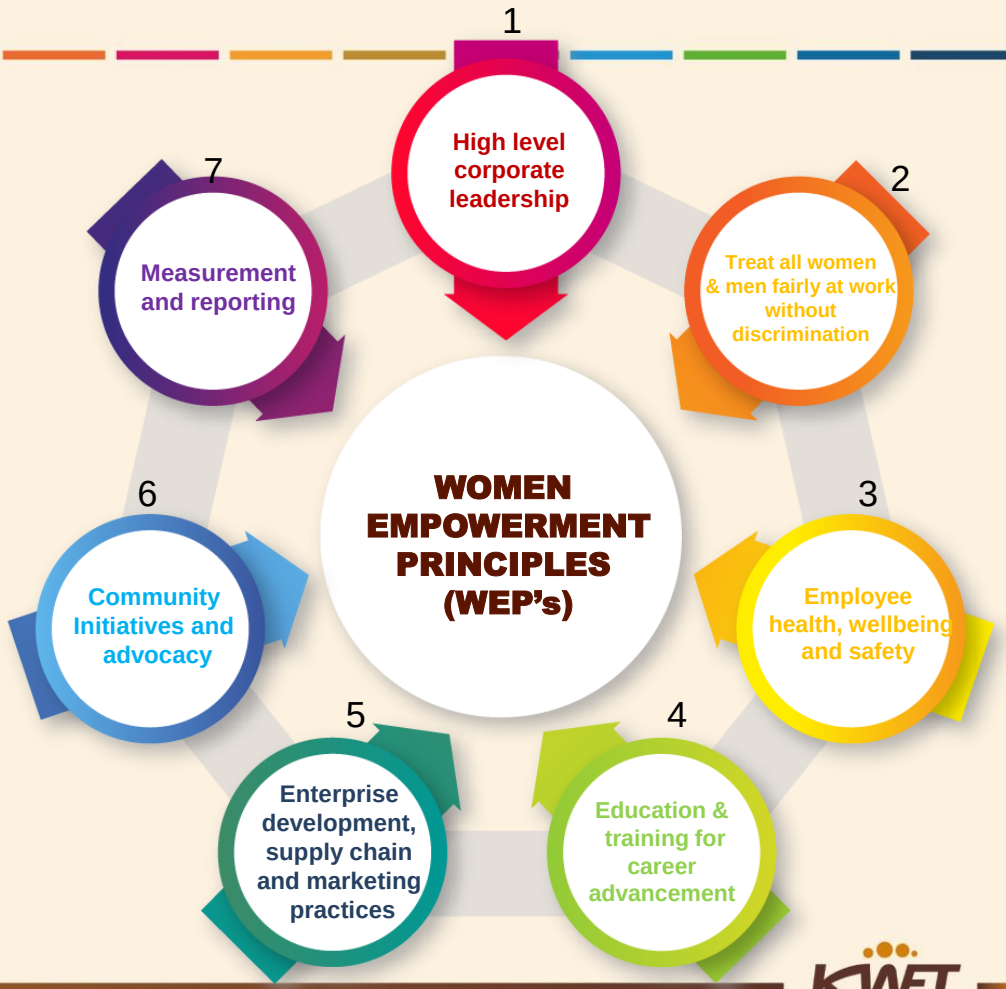
KWFT
BANKING ON WOMEN

TRACKING GOVERNANCE PERFORMANCE

- Tracking performance through:
  - Audits
  - Risk assessments
  - Reporting
- Board- BARC Committee

- KWFT is 1st Microfinance Institution in Kenya & Africa to sign the Women's Empowerment Principles (WEP's) Initiative.

- WEP's offers 7 principle guidelines to businesses on how to promote gender equality and women's empowerment in the: -
  - Workplace
  - Marketplace
  - Community



KWFT
BANKING ON WOMEN

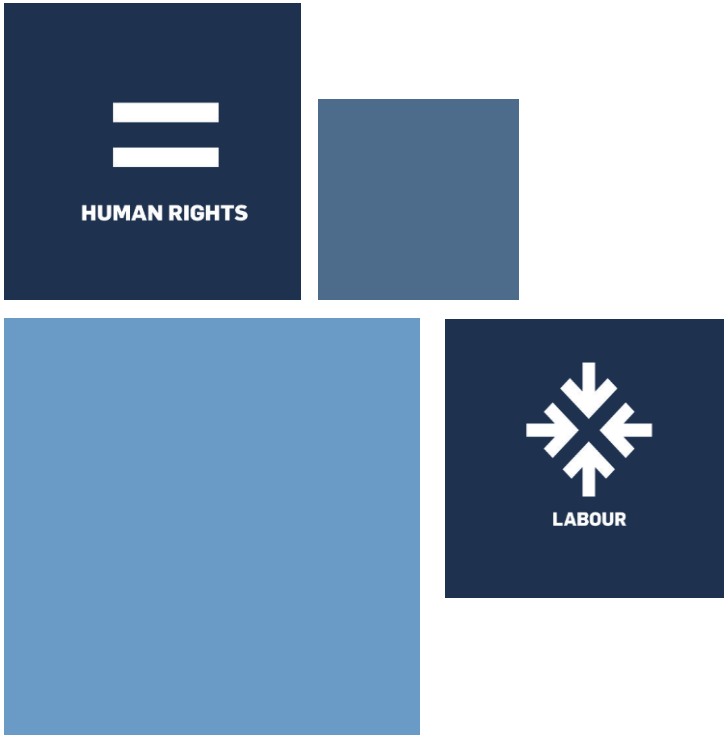
THANK YOU

Mobile:+254 703 067 000
+254 730 167 000
Email: info@kwftbank.com
Web: www.kwftbank.com

KWFT
BANKING ON WOMEN

KAKUZI PLC

HUMAN RIGHTS & LABOUR SECTION



UN GLOBAL COMPACT
Network Kenya

KAKUZI

Growing Together

KAKUZI CoP Presentation

KAKUZI

Introduction to Kakuzi : What we grow and our manpower

Kakuzi at a glance

4,506
Livestock

77
managers and
2,260
employees

1,395
Shareholders listed in the NSE

Kshs.51 million
spent in payments to local suppliers and contractors per annum

3 GOOD HEALTH AND WELL-BEING
4 QUALITY EDUCATION
5 GENDER EQUALITY
6 CLEAN WATER AND SANITATION
8 DECENT WORK AND ECONOMIC GROWTH
13 CLIMATE ACTION

6
adopted United Nations Sustainable Development Goals (SDGs)

KAKUZI

Importance of Human Rights in Sustainability Reporting

- Human rights are a core component of sustainability and responsible business practices.
- Aligning reporting with human rights ensures transparency, accountability, and ethical governance.
- Strengthening corporate reputation and stakeholder trust through responsible reporting.
- Compliance with UN Global Compact (UNGC) Communication on Progress (COP) guidelines and best practices.

KAKUZI

Identifying Material Human Rights Topics

How Kakuzi Determines Material Human Rights Issues

Identification of potentially/ relevant topics: Done by engaging external sources (growers, communities, regulators, national and county government, investors) and internal sources (look at financial and non-financial disclosures, previous materiality assessments, company business model).

Prioritization of topics important to Kakuzi and our stakeholders: a)importance to Kakuzi-consider matters that present the greatest risks and opportunities for Kakuzi's ability to create long-term value and achieve our ambition.

b)Importance to stakeholders- concerns and expectations about our company, our industry, agriculture and food systems that are frequently raised by stakeholders.

Classification of topics as material: Those topics that are of high impact to our business continuity. E.g Respecting and promoting human rights, management & traceab

KAKUZI

Identifying Material Human Rights Topics

How Kakuzi Determines Material Human Rights Issues

Key considerations:

- **Risk severity:** Impact on individuals and communities.
- **Stakeholder concerns:** Feedback from employees, communities, and investors channeled through our OGM
- **Industry-specific issues:** Agricultural sector risks, labor rights, and land use.
- Regular assessment to align with evolving human rights standards. (corrective actions received after social and statutory audits)

KAKUZI

Overview of Kakuzi's Human Rights Policy

- Policy aligned with national & international human rights standards (e.g., UN Guiding Principles, ILO, Global Compact Principles on human rights, labour, environment and anti-corruption; CoK; NAP on BHR)
- The Policy applies to all employees and also extends to those we conduct business with i.e suppliers, contractors, service providers etc.
- The HR Policy is complemented by the following policies and frameworks: Standard Operating Procedures on Human Rights Defenders; Environmental Policy; Health and Safety Policy; Anti-Sexual Harassment Policy; Anti-Slavery and Human Trafficking Policy; Whistle Blowing Policy and Diversity, Equity and Inclusion Frameworks.
- Periodic policy review for continuous improvement.

KAKUZI

Stakeholder Engagement & Prevention

Engaging Stakeholders & Preventing Human Rights Violations

- Multi-stakeholder engagement: workers, local communities, NGOs, and regulators
- Feedback mechanisms for continuous dialogue;
- Supplier / contractor checks before engaging in business.
- Employee satisfaction survey.

Key prevention actions:

- **Training:** Employees, communities and suppliers on human rights expectations.
- **Audits:** Regular assessments to identify and mitigate risks.
- Internal audits: done by our Internal Audit Division and conducts financial and social audits and recommends areas of improvement.
- **External audits:** done by both national regulators and international
- **Supply chain oversight:** Due diligence for responsible sourcing.

KAKUZI

Monitoring & Accountability

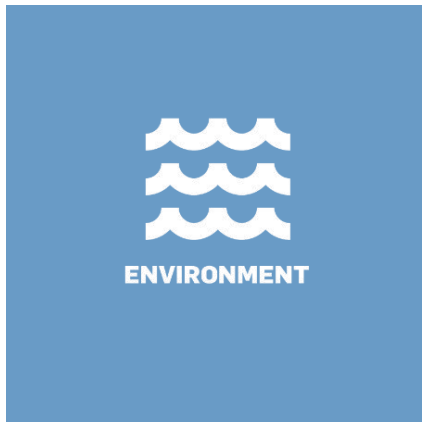
Ensuring Continuous Improvement & Accountability

- Performance tracking through internal and external audits.
- Use of KPIs to measure human rights impacts.
- Grievance mechanisms for reporting and addressing concerns.
- Leadership's role in fostering a culture of accountability and compliance.
- Transparency through public sustainability reporting.

THANK YOU

AFRICAN COFFEE ROASTERS

ENVIRONMENT SECTION



UN GLOBAL COMPACT
Network Kenya

Who we are

- **African Coffee Roasters (ACR)**
  - Founded: 2015
  - Production Began: 2016
- **Vision-** “To improve the lives of coffee farmers and coffee consumers”

- **Mission -**“To improve the coffee value chain by increasing efficiency and transparency and enabling a larger share of the final coffee sales price to reach the East African coffee farmer.”

- **Sustainability goal-** play our part in catalyzing the

The Environment and Coffee

- Environmental stewardship is very crucial in the coffee industry due to its high dependency on natural ecosystems and its vulnerability to climate change.

- Coffee prices are currently at an all time high due to the climate crisis in Brazil and Vietnam.

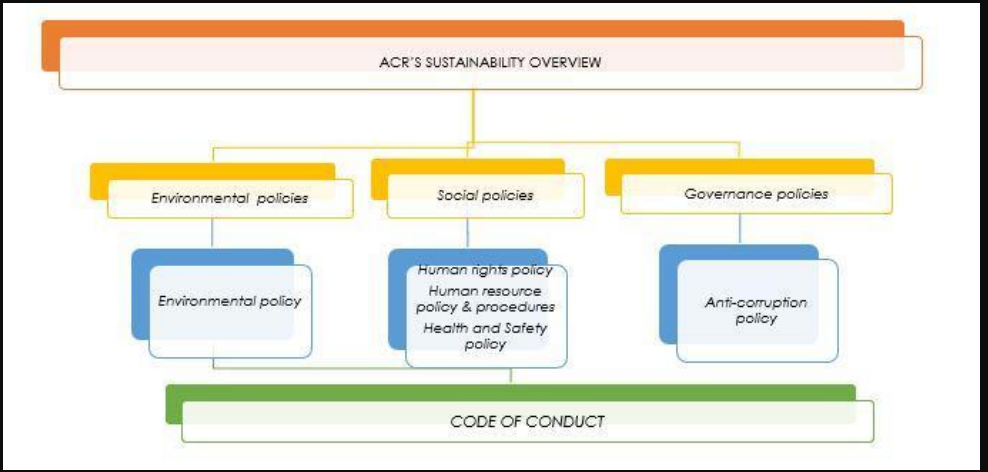
Policy and Commitment

Responsible Environmental Management is on the key pillars to our sustainability strategy

Policies are the foundation of the system and sets the direction for sustainability efforts.

ACR'S Environmental Policy Scope ;

- - Responsible Sourcing
- - Waste reduction and recycling
- -Climate action
- - Efficient use of resources



Actions and Engagements

Sustainable sourcing by partnering with certified coffee suppliers.

Investment in sustainable packaging

Waste reduction and recycling;

- -Process waste reduction from 15% in 2022 to 7.2% in 2024 . 2025 target is 3%
- - 95% of total waste generated is recycled. Plastic is recycled into construction material and organic waste is converted to bio-fertilizer and briquettes

Energy efficiency- 25% implementation of our energy improvement plan

Actions and Engagements

Supporting farmers with climate resilient projects- eg Traceable Organic Coffee from Kenya Project.

Employee capacity building- at onboarding, and at least once annually

Supplier involvement- code of conduct, annual monitoring

Roundtable discussions with other stakeholders in the EPZA

Transparent stakeholder reporting on environmental progress

Measuring Progress and Remedy

Progress;
Annual Environmental Audits

Setting of environmental KPI's and timebound environmental targets

Supplier Compliance checks

Remedy:
Implementation of EMPS and Corrective action plans

Stakeholder feedback mechanism- annual surveys

Policy review and updates

Climate change	Monitor and measure Scope 1, 2 and 3 Greenhouse Gas emissions.
Air pollution	Maintenance of our roasters to ensure minimal pollution. Conduct stack emission analysis
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	Reduce Packaging material waste from 8% to 5%
Energy & resource use	Replace non-LED lights with LED lights. Install an energy use monitoring system

Climate Action and Resource Use

Goal: Working towards a carbon negative supply chain

GHG Emission Calculations;

Base year for calculating emissions: 2021

Organizational Boundary- Control Approach, Operational Control

Operational Boundary: Scope 1 and 2 emissions

Scope 3 first calculated for 2023 for 5 out of the 15 categories

Metric	2021	2022	Change
GHG Emissions (tCO_2e)	265.130	283.492	+6.9%
Roasted Coffee Production (kg)	1,083,181	1,286,145	+18.7%
Carbon Footprint per kg (tCO_2e/kg)	0.00025	0.00022	-12%

Conclusion

Challenges;

- Ensuring supplier compliance across global operations
- Balancing economic growth and environmental responsibility – managing costs of sustainable initiatives
- Limited knowledge on climate action standards and complexities of implementation

What's next for ACR;

- Achieve ISO 14001 certification by 2025
- Increase renewable energy usage by transitioning to Solar energy by 2026
- Continue supporting smallholder coffee farmers in climate resilient agricultural projects
- Continuous learning and strategic partnerships to enhance our efforts

Thank You

African Coffee Roasters

CIC INSURANCE

ANTI – CORRUPTION & TRANSFORMATIONAL GOVERNANCE SECTION

UN GLOBAL COMPACT
Network Kenya

CIC GROUP

CoP REPORTING ON ANTI-CORRUPTION

CIC INSURANCE GROUP: CASE STUDY

February 2025

GENERAL •LIFE •HEALTH • ASSET

PRESENTATION - OUTLINE

- Introduction
- Anti-corruption Policy
- Addressing Corruption Incidents
- Compliance Monitoring

Introduction – About CIC Group

- A leading Cooperative Insurer in Africa, providing insurance and related financial services in Kenya, Uganda, South Sudan and Malawi.

What we offer

Life Insurance	General Insurance	Microinsurance	Investment Services

Our Purpose (Mission)

Enable people achieve financial freedom

Introduction Cont…

- Ethical business practices are fundamental to our long-term sustainability.
- Corruption could pose significant risks e.g. legal penalties, reputational damage, and financial loss.
- We are committed to maintaining a transparent, accountable, and integrity-driven business environment.

Anti-Corruption Policy

- Embedded within CIC's broader **Whistle-blowing policy** that is reviewed every three years or when need be.
- The policy aims to provide an avenue for all stakeholders to raise concerns and reassurance that they will be protected from reprisals or victimization for whistle-blowing.
- The Company also has a staff gift policy and the code of conduct and ethics to ensure the employees maintain the ethical and professional standards expected of them when dealing with stakeholders.
- All this is reinforced through leadership commitment and corporate culture.
- All staff are trained annually on anti-corruption and integrity
- Annual declaration of conflict of interest by all staff and directors.
- Working on developing a stand-alone **anti-corruption policy** in 2025

Compliance Monitoring

- We monitor the effectiveness of our anti-corruption program on an ad-hoc basis, through internal employee self-evaluation and sometimes through external independent monitoring.

- In 2023, there were 15 cases confirmed within the reporting period and related to the reporting period.

- The Company conducts internal investigations to address suspected incidents of corruption, the outcomes of these cases are reported and discussed by senior management and the Board of Directors.

- CIC remains committed to a zero-tolerance approach to corruption by encouraging employees and stakeholders to report and uphold ethical behavior.

Thank You

We keep our word

Situate Yourself!

Get up on your feet and soak in your surroundings

01

Feel free to stand up!

02

Follow these instructions

Up – look up

Down – look to the ground

Right – point to the right

Left – turn to the left

03

Switching it up!

Pear – look up

Banana – look to the ground

Kiwi – point to the right

Apple – turn to the left

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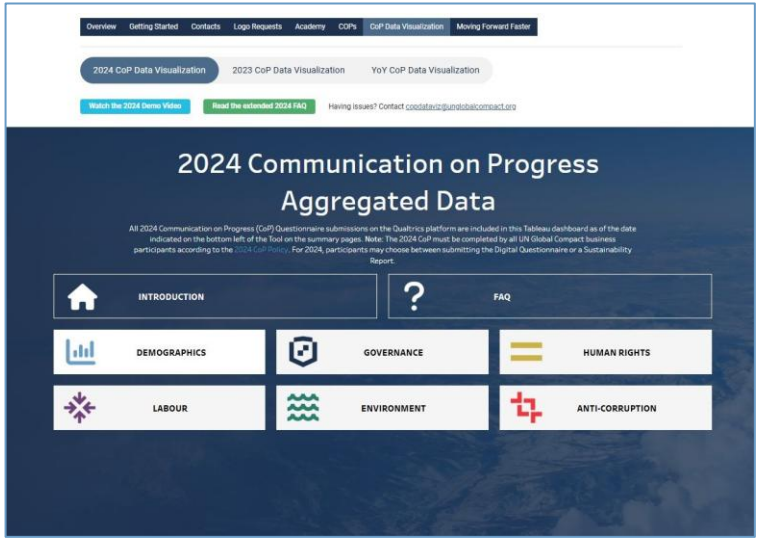
DATA VISUALIZATION TOOL

How to access the CoP Data Visualization Tools:

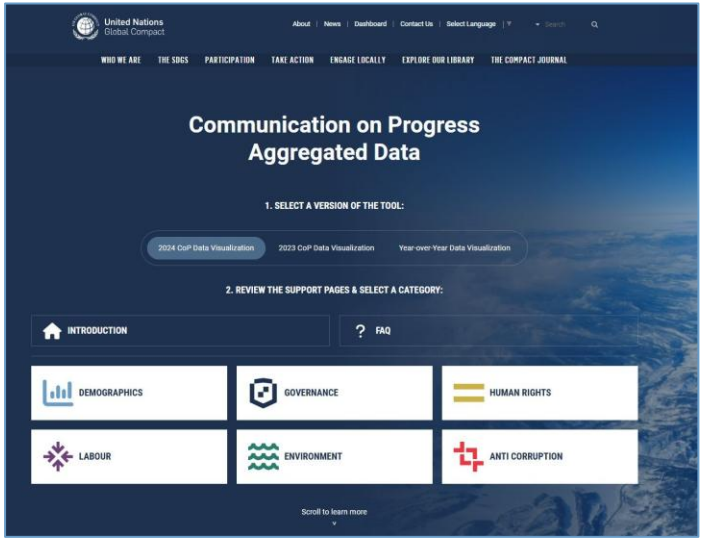
From participant dashboard:



*Includes **benchmarking feature** for participants who filled out CoP questionnaire*

or

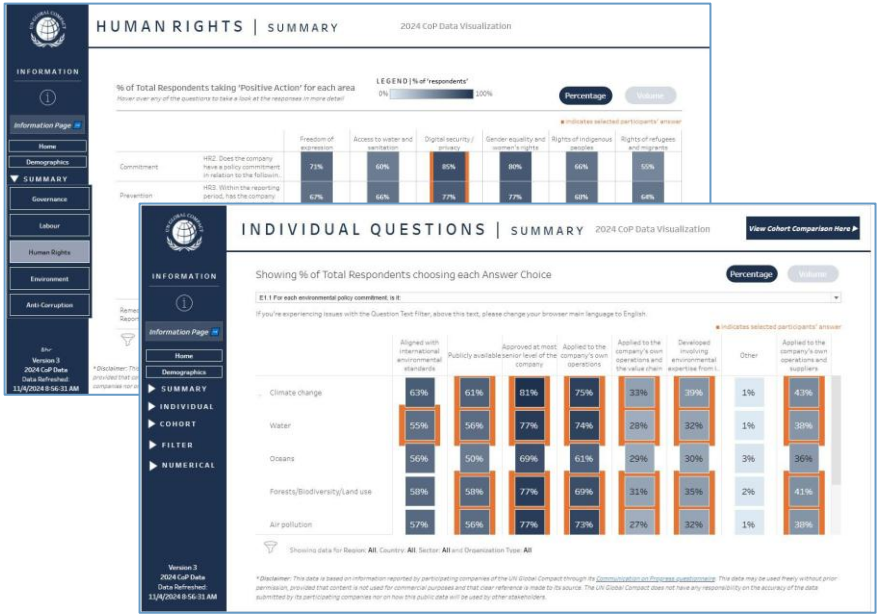
From CoP webpage:



Available to general public, does not provide access to participant-only benchmarking features

CoP Data Viz Tools | Available on participant dashboard & CoP webpage to visualize questionnaire data

2024 Tool includes a **benchmarking** functionality for participants to compare responses to the aggregate (**2023 Tool** also available)



Additional **YoY Tool** allows for comparison between 2023 and 2024 more easily

Step 1: Consult the support resources

From participant dashboard:

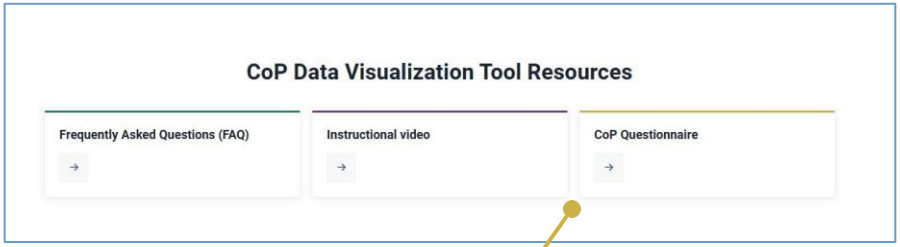
Highly recommended to view the demo video to understand the layout of the Tool

FAQ can be a helpful resource as you start navigating and want to **further understand capabilities** of the Tools.

From here you can get answers to questions such as:

- What does “positive action” mean and why is it important?
- How were the percentages and volumes calculated for the summary pages?
- What does the “Delta” refer to and how is it calculated?
- Why do sample sizes differ across questions?
- What classifies as an SME?

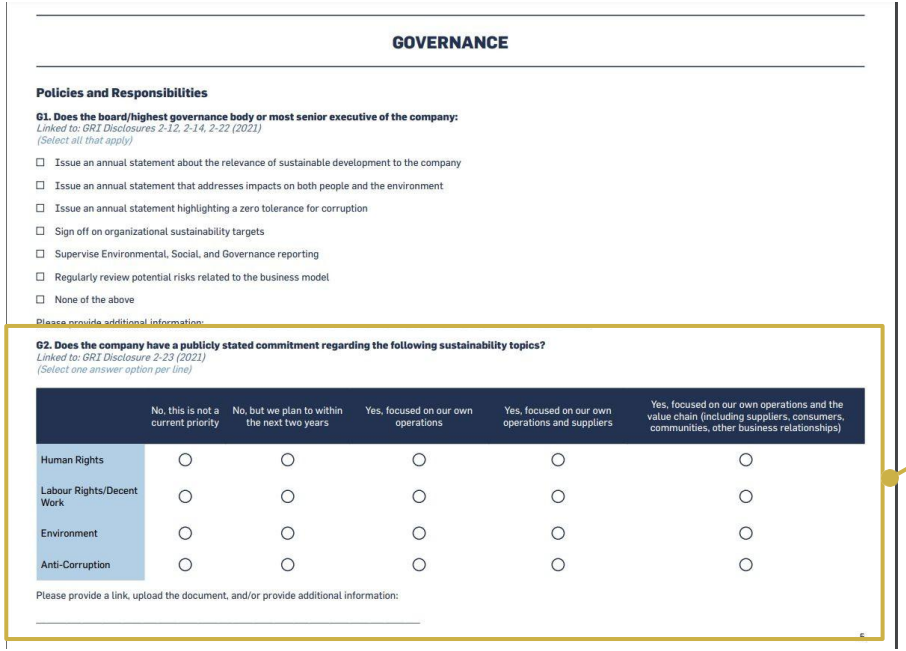
From CoP webpage:



To make analysis more manageable, we recommend reviewing the CoP questionnaire so you can ***identify questions for which you want to a deeper look***

Step 2: Pick a question or topic area of interest from the CoP questionnaire to explore in the Tool

For example, after looking at the CoP questionnaire, you may decide you are most interested in G2 in the Governance section



GOVERNANCE

Policies and Responsibilities

G1. Does the board/highest governance body or most senior executive of the company:
Linked to: GRI Disclosures 2-12, 2-14, 2-22 (2021)
(Select all that apply)

- ☐ Issue an annual statement about the relevance of sustainable development to the company
- ☐ Issue an annual statement that addresses impacts on both people and the environment
- ☐ Issue an annual statement highlighting a zero tolerance for corruption
- ☐ Sign off on organizational sustainability targets
- ☐ Supervise Environmental, Social, and Governance reporting
- ☐ Regularly review potential risks related to the business model
- ☐ None of the above

Please provide additional information:

G2. Does the company have a publicly stated commitment regarding the following sustainability topics?
Linked to: GRI Disclosure 2-23 (2021)
(Select one answer option per line)

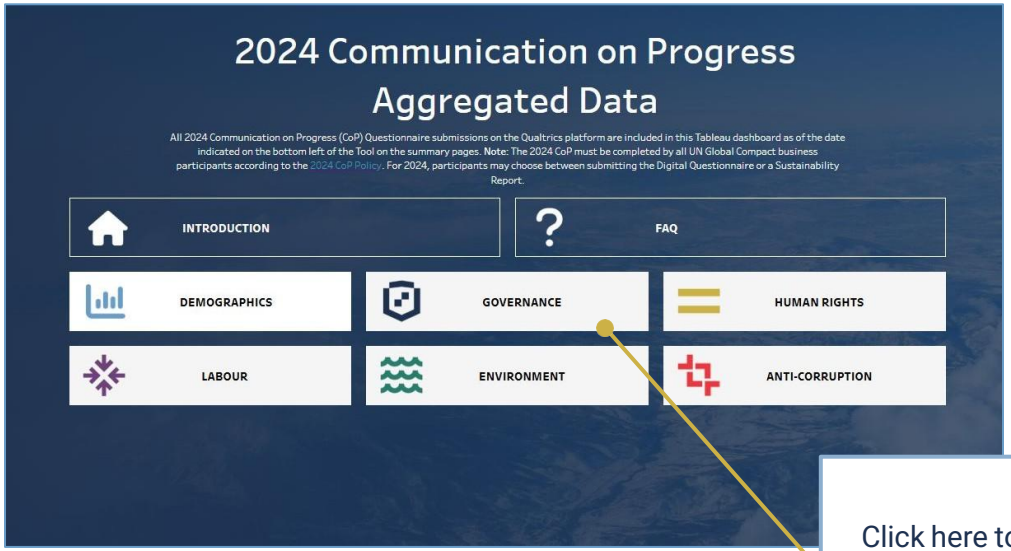
	No, this is not a current priority	No, but we plan to within the next two years	Yes, focused on our own operations	Yes, focused on our own operations and suppliers	Yes, focused on our own operations and the value chain (including suppliers, consumers, communities, other business relationships)
Human Rights	○	○	○	○	○
Labour Rights/Decent Work	○	○	○	○	○
Environment	○	○	○	○	○
Anti-Corruption	○	○	○	○	○

Please provide a link, upload the document, and/or provide additional information:

G2. Does the company have a publicly stated commitment regarding the following sustainability topics?

Step 3: Depending on the questions or section of interest, navigate to the appropriate topic area

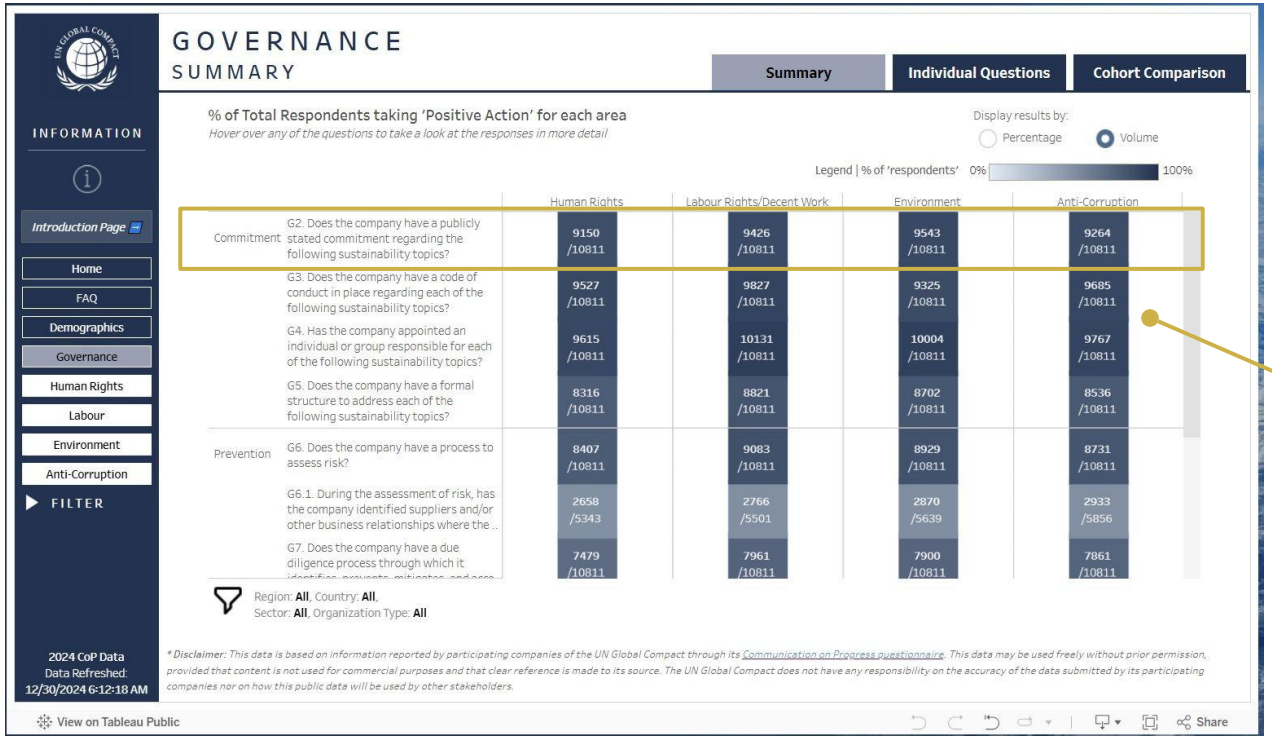
Then, navigate to the governance section of the Tool from the participant dashboard or CoP webpage:



Click here to go to an overview of the **Governance** section.

Step 3: Depending on the questions or section of interest, navigate to the appropriate topic area

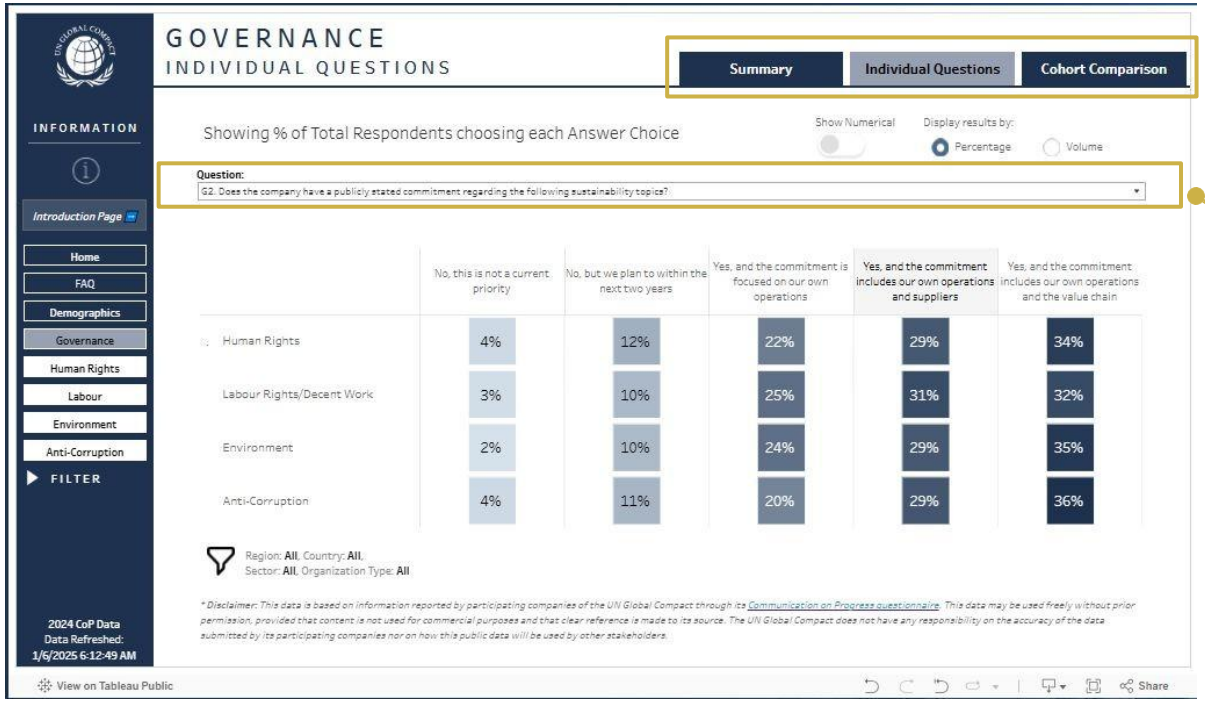
Then, navigate to the governance section of the Tool from the participant dashboard or CoP webpage:



Navigate to a different **topic area on left side** of Tool

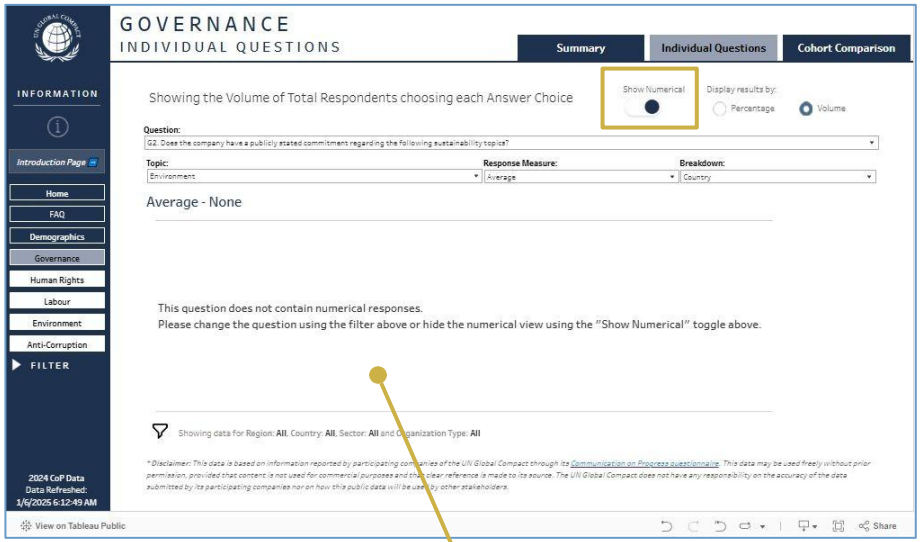
Clicking Governance takes you to the Governance **summary page**. There, you can take a look at summarized performance on 'positive action' for this topic.

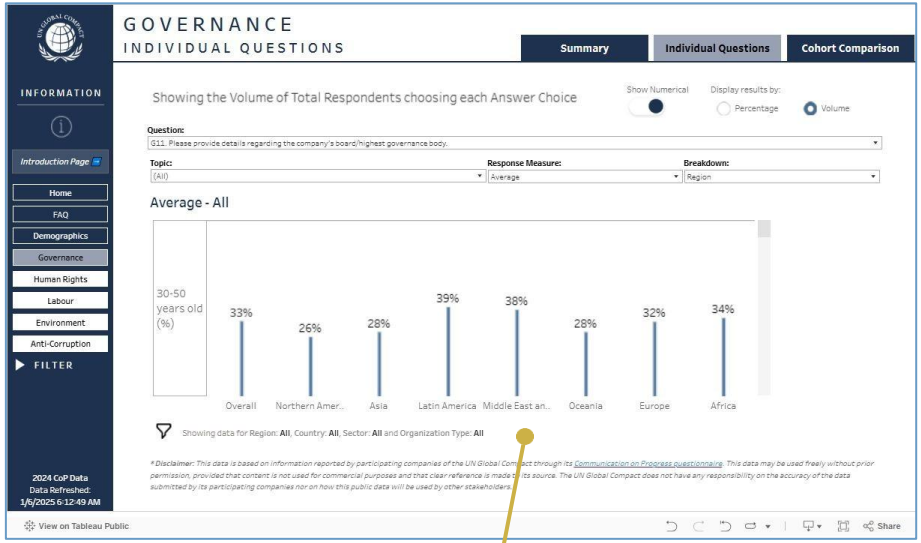
Step 4: Use the individual questions page to take a deeper dive into the question(s) of interest



You can select a question of interest from the dropdown on the **individual questions page** to see a detailed breakdown of responses.

Additional feature: Use the individual questions page to look at numerical response data for select questions

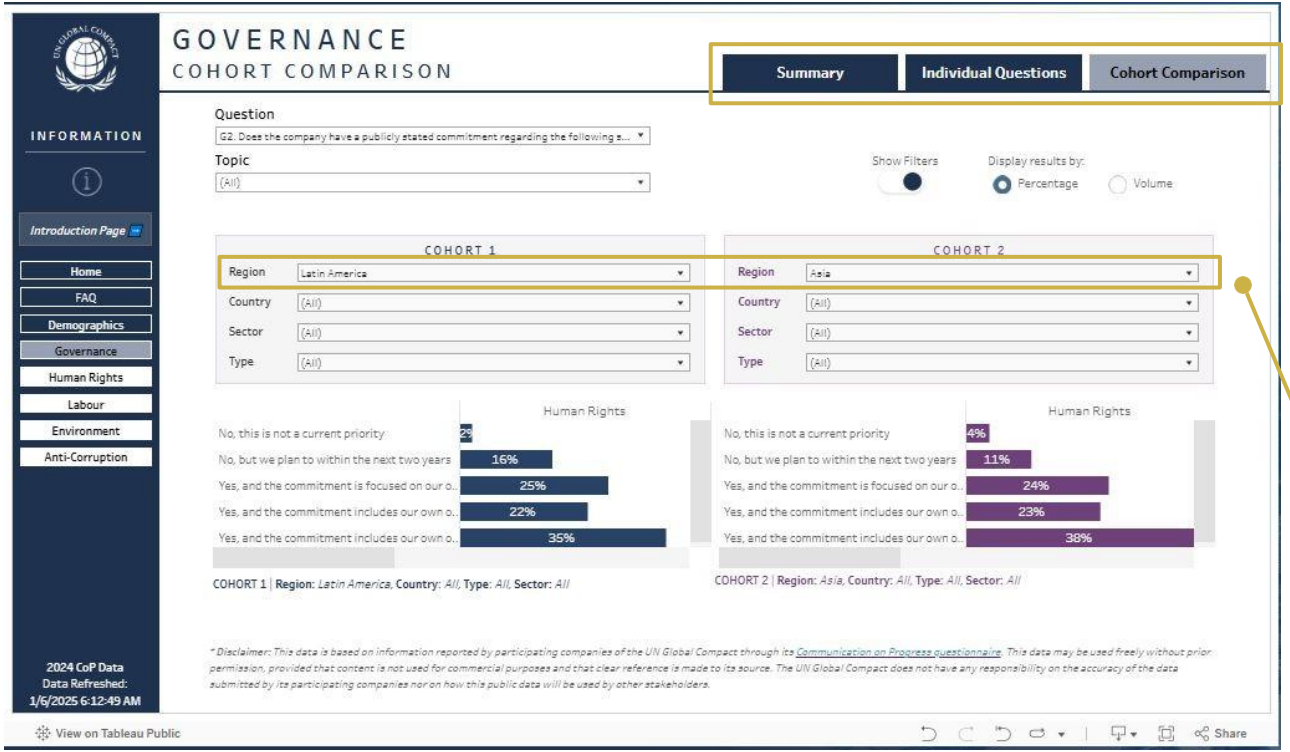




The **individual questions page** also allows you to see numerical response data by toggling the "Show Numerical" filter. G2 does not have any numerical response components, so you will see the following message.

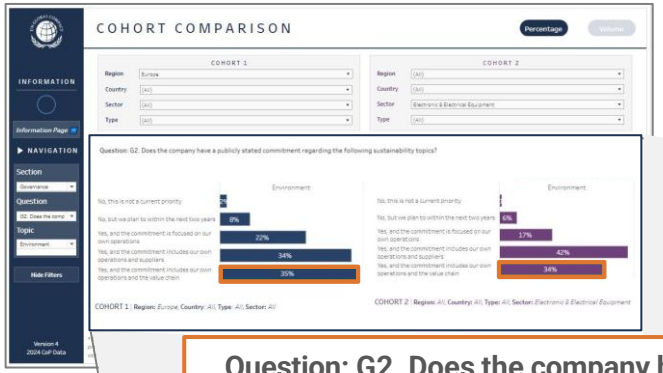
If a question does have a numerical response component, such as G11, the **individual questions page** will show data like this when "Show Numerical" is toggled on.

Step 5: Use the cohort comparison page to compare responses for different groups



On the **cohort comparison page**, you can compare responses of two cohorts for the same question side by side.

Step 6: To compare your organization's responses to those of other cohorts of participants, log into your *participant dashboard*



Participants who answered the CoP **Digital Questionnaire** will be able to benchmark their 2024 CoP responses against peer cohorts' responses via the **2024 Data Viz Tool on their participant dashboard**

Question: G2. Does the company have a publicly stated commitment regarding the following sustainability topics?

Indicates answer selected by participant

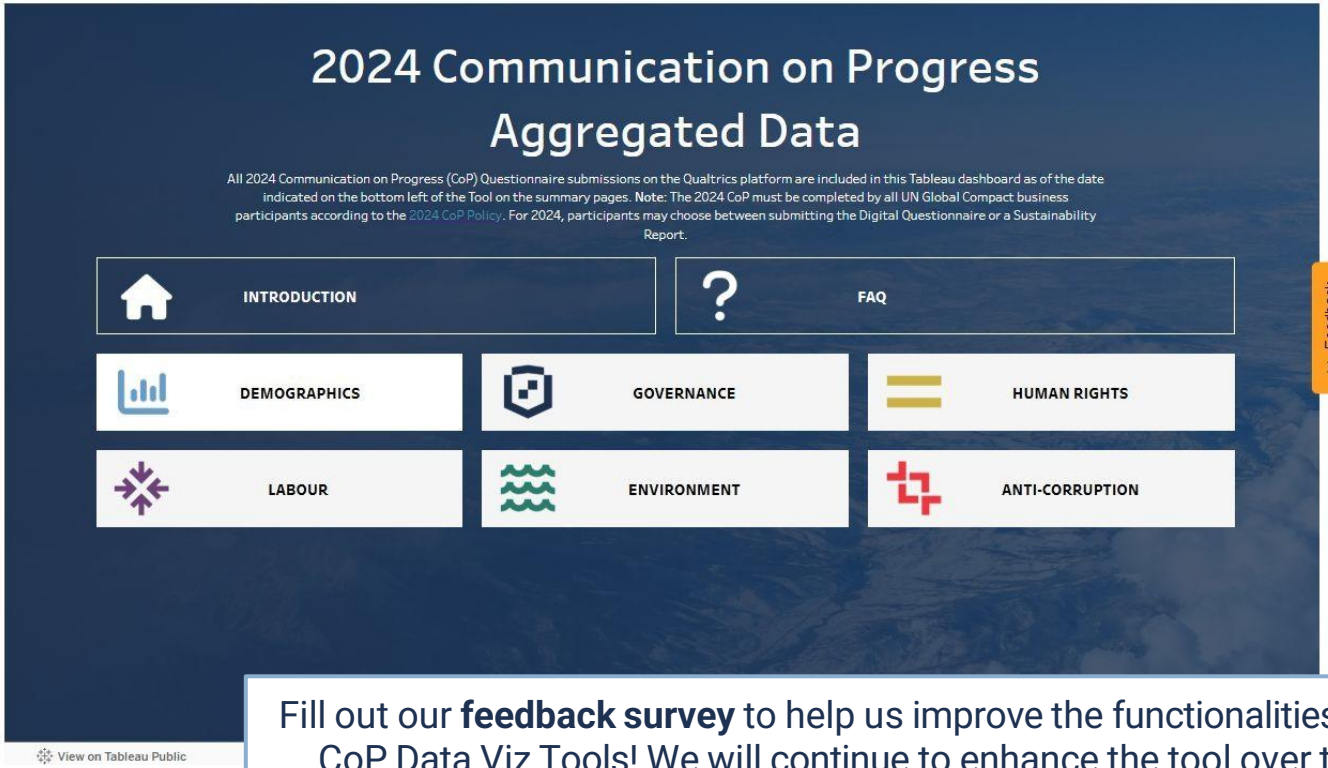
COHORT 1 | **Region:** *Europe*, **Country**: *All*, **Type**: *All*, **Sector:** *All*

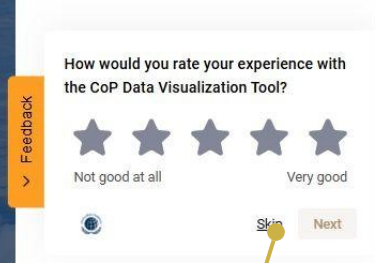
COHORT 2 | **Region:** *All*, **Country:** *All*, **Type:** *All*, **Sector:** *Electronic & Electrical Equipment*

Step 7: Use the Tool to continue exploring other questions of interest; try out the 2023 & Year-over-Year (YoY) Tools

The **YoY Dashboard** shows 2023 and 2024 CoP response data side by side. The 'Delta' tells you the percent difference 2023-2024

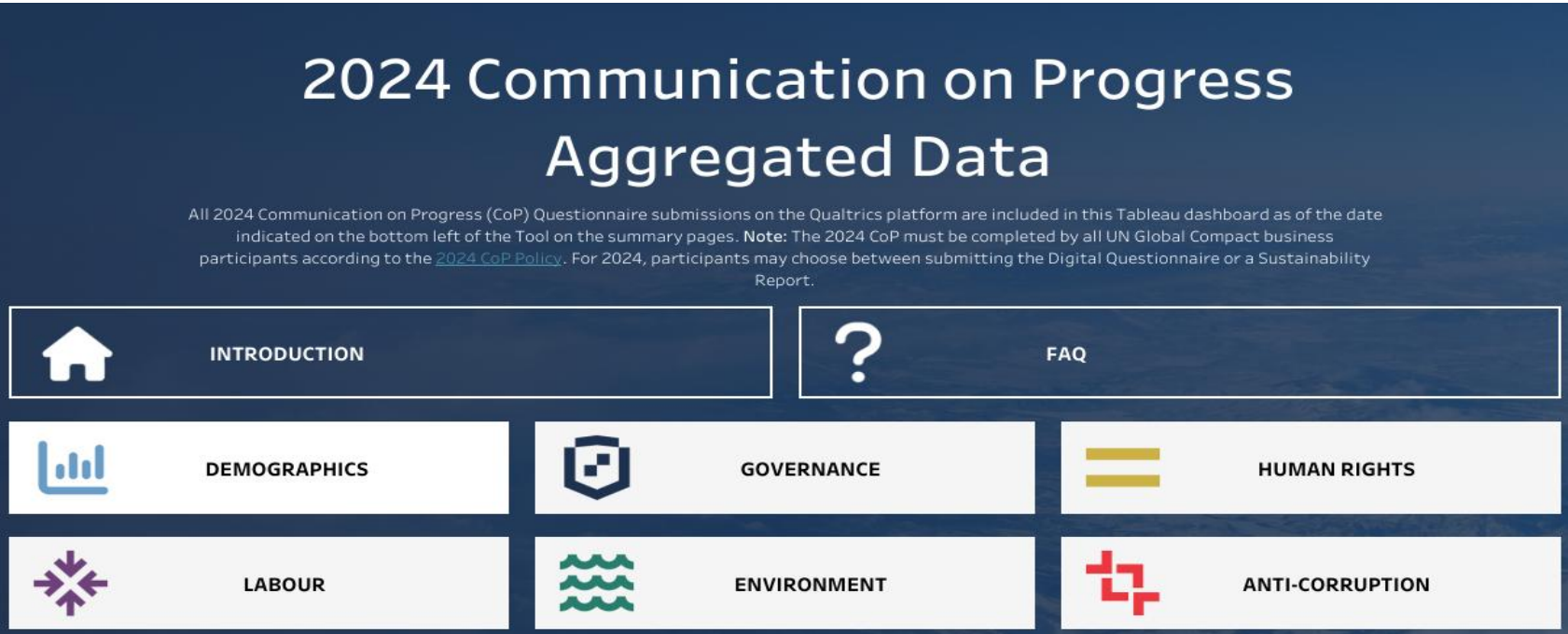
For Data Viz Tool inquiries, reach out to copdataviz@unglobalcompact.org





Fill out our **feedback survey** to help us improve the functionalities of the CoP Data Viz Tools! We will continue to enhance the tool over time.
Available from participant dashboard & public webpage.

2024 DATA VISUALIZATION TOOL DEMO



https://www.loom.com/share/0096a33875fb42b59f1bb2621724e460?sid=0e9a05c2-8151-4f70-9561-81c668821701

UNDERSTANDING THE 2025 COP QUESTIONNAIRE

Why the 2025 CoP Questionnaire Has Changed

Main Reason: *Aligning with global corporate sustainability regulations*

•Focuses on key data collection

•Removes low-quality or misaligned questions

•Streamlines the process for valuable insights

•Strengthens companies' ability to advance the UNGC Ten Principles

Structure of the 2025 CoP Questionnaire

Five Key Sections for Focused Reporting

Overarching Questions Successful Initiatives & Future Priorities	Governance:	Human Rights & Labour	Environment	Anti-Corruption
	Sustainability governance structure	Policies, impact, and grievance mechanisms	Performance, materiality, and risk mitigation	Compliance, policies, and ethical business practices

CoP Questionnaire_2024 to 2025 Changes Overview.xlsx

Frequently Asked Questions

Will the 2025 CoP Questionnaire be different from the 2024 version?

- The 2025 CoP Questionnaire incorporates a series of updates. These updates are based on evolving reporting requirements, past data analysis, and extensive stakeholder engagement. More information will be provided in the next few weeks.

When will the supporting documents for the 2025 CoP reporting be released?

- Supporting documents for the 2025 CoP reporting will be made available over the coming months, before 1 April 2025. Please stay tuned for updates, as these documents will be posted on the UN Global Compact CoP webpage and the UN Global Compact Academy as soon as they are finalized.

What data should I use to report?

- The UN Global Compact recommends that the CoP is completed with information from the company's most recent, closed data period. As such, the 2025 CoP should reflect 2024 data, where possible.

What should be included in the sustainability report?

- The sustainability report should provide a comprehensive overview of a company's activities and sustainability efforts, reflecting improvements, challenges, and progress during the reporting period. While explicit ties are not mandatory, it should cover topics related to the Ten Principles of the UN Global Compact and the UN Sustainable Development Goals (SDGs).

Upcoming Sessions

Global Participant Q+A Office Hours

- The first Wednesday of every month at 9 AM (ET)
  - Session recordings available on the Academy

Local Participant Q+A Office Hours

- **Next session: 12 March 2025 at 9 AM (EAT)**
  9 April 2025 at 9 AM (EAT)
  7 May 2025 at 9 AM (EAT)

Q&A

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