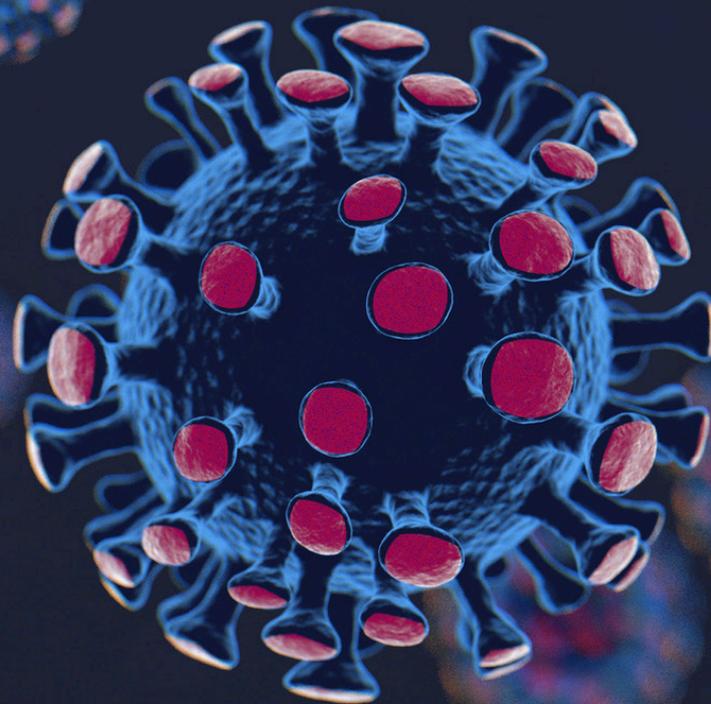




# UN Global Compact Communicaton Of Progress

July 2021



# Statement of continued support by chief executive officer



Sandeep Khapre,  
CEO BDO East Africa

Firstly, I would wish to congratulate the UN Global Compact (UNGC) on the continuous efforts to encourage the best practices among various entities across the world.

The UN Global Compact (UNGC) has been instrumental in stirring change and motivating businesses to address and respond to challenges of human rights, labour, environment and anti-corruption.

We recognise that the world is changing, especially as we learn to cope with the COVID 19 effects on different economies, health systems and societal well-being.

As BDO in East Africa, we continue to work along our commitment to observe and uphold exemplary leadership in the principal areas of good governance, social and global environment; while working against the 10 principles of the UN Global Compact (UNGC).

In this year's Communication on Progress, we highlight examples of actions taken both within our business and with our markets to advance skills development for the future of work, environmental stewardship, sustainable business models, and an inclusive workforce. We also share updates on current issues relevant to the UNGC, including our response to COVID-19.

*“Exceptional client service begins with exceptional people committed to endeavors that matter to humanity.”*

# We are committed to providing high-quality services through the power of our Global Network



**10,3**  
Bn USD  
Revenues



**91,054**  
people



**167**  
countries &  
territories



**1.658**  
offices

**BDO Global statistics 2020**

**“The Leader for the exceptional Client Services”**

# Implementing activities to follow the Ten Principles of the UN Global Compact

BDO East Africa became a member of the United Nations Global Compact in July 2019 and this is our second Communication on Progress submission. Becoming a member of the UN Global Compact initiative has galvanised our efforts and commitment to score on the focus areas in line with the 10 principles.



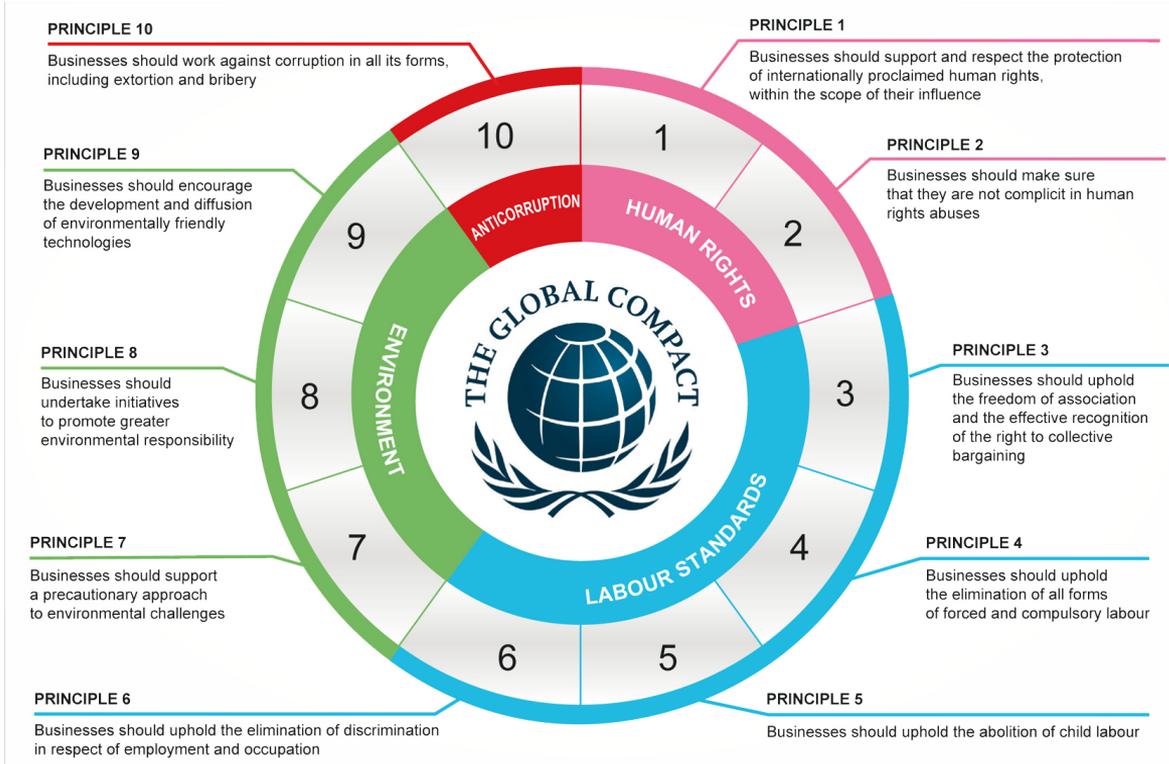
**Good Governance**



**Social Welfare**



**Global Environment**



# Human rights

*“We believe, human rights are fundamental rights to respect the liberties to which a person is inherently entitled, and are designed to protect our people on social, regional and domestic levels.”*

Principles	Implementation	Measurement of outcomes
<p>Businesses should support and respect the protection of internationally proclaimed human rights.</p> <p>Make sure that they are not complicit in human rights abuses.</p>	<p>The firm has a grievance resolution policy and procedure and whistle blower protection policy. BDO in East Africa’s five offices in Kenya, Uganda, Tanzania, Rwanda and Ethiopia operate on a regional basis and collaborate on implementing practices which are in line with the UNGC’s ten principles.</p> <p>We continue to maintain a suggestion box placed in a discreet area of the office for staff suggestions. The box is opened in advance of our quarterly office team building meetings and the contents are discussed at the meetings with management giving them serious consideration. This is an initiative to promote freedom of speech.</p> <p>The BDO Human Resource Manual is frequently updated when need arises to match the evolving issues regarding workplace harassment. New staff are given access to copies of this manual and requested to ensure that they familiarise themselves with the contents.</p> <p>Our bonus policy has been rolled-out and implemented which rewards staff according to their annual performance based on firm results.</p> <p>The firm has launched a partnership with a counselling firm, under this arrangement our staff are allowed to seek counselling services from the counselors at the firm’s expense. This initiative is aimed at promoting mental health as well as respecting one’s privacy.</p>	<p>Many of the staff grievances that are highlighted in the suggestion box are addressed by management and the Human Resource function is charged with keeping track of management’s progress of the same.</p> <p>The productivity of staff in terms of the turnaround time to clients had substantially improved, this is believed to be hinged on the counselling services which have promoted mental health of our staff and the incentives provided by the bonus scheme.</p> <p>No cases of workplace harassment have been reported.</p>

# Labour

*We value individuals: their knowledge, their skills, their technical abilities, their digital mindset, their independence, their objectivity, their exceptional service and their background and interests.*

Principles	Implementation	Measurement of outcomes
<p>Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p> <p>The elimination of all forms of forced and compulsory labour.</p> <p>The effective abolition of child labour.</p> <p>The elimination of discrimination in respect of employment and occupation.</p>	<p>The Covid 19 pandemic has impacted all the offices and they are dealing with the challenges posed by their countries while keeping the well-being of their staff and family members at the forefront.</p> <p>In Uganda the firm resolved to meet all testing expenses for staff and their close family members, for those that tested positive the firm has attempted to meet the medical expenses through the firm’s medical insurer.</p> <p>Rwanda office assisted staff in accessing the vaccination and some staff have received 2 shots of the vaccine. The office has also covered the cost of overall rapid test whenever there was a perceived risk in office. When there is a reported team member at risk through direct contact they are facilitated to isolate a minimum 3 days and then receive a rapid test before resuming office attendance.</p> <p>The firm has invoked a staff development policy, where high performing staff based on their KPI results are permitted to access loan facilities from commercial banks with incentives endorsed by the firm.</p> <p>BDO continues to ensure that all staff receive a fair living wage, at the beginning of this financial year, the firm revised all staff remuneration packages as a motivational tool. The firm also continues provide medical insurance for staff, spouse and up to two children. This initiative aims at promoting a healthy work force.</p> <p>During this period with the country under a second lock down as a result of the COVID 19 response, measures have been put in place to enable staff to work from home and our support staff continue to earn a full salary even with minimal work involvement.</p> <p>The firm holds team building events at intervals where staff from different service lines have an opportunity to interact with colleagues from other service lines beyond the work spaces. All necessary Covid 19 protocols are observed.</p> <p>BDO in Kenya is compliant with Ministry of Health and World Health Organization guidelines on measures to take to reduce the spread of COVID-19. The firm meets COVID-19 testing expenses for staff travelling on assignment and has partnered with a healthcare provider for staff vaccination. The firm’s medical insurer covers COVID-19 treatment.</p>	<p>The COVID-19 treatment initiative greatly reduced the tension among staff and their loved ones in regard to COVID-19. The working from home initiative also reduced the COVID-19 transmission levels in the office.</p> <p>The team building activities have created a more cordial relation within the different service lines, which has in turn facilitated cross selling among the different service lines.</p> <p>Staff adjusting to working from home and finding that they can be even more productive by avoiding the time-involved in the daily commute to the office.</p> <p>Diversity and inclusivity has increased at the workplace.</p> <p>Access to loan financing has contributed to improving staff quality of life.</p>

# Environment

*AT BDO, we act on climate change because it is the right thing to do, our employees expect it, and our clients and future generations deserve it.*

Principles	Implementation	Measurement of outcomes
<p>Businesses should support a precautionary approach to environmental challenges.</p> <p>Undertake initiatives to promote greater environmental responsibility; and</p> <p>Encourage the development and diffusion of environmentally friendly technologies.</p>	<p>BDO in Uganda partnered with Rotaract in Uganda to implement the Rotaract Earth Initiative (REI) project. This initiative is to see over 10 million trees planted across the country by 2025.</p> <p>Keeping in mind the benefits of having natural plants in the office including reducing stress and increasing productivity and improving the air through oxygen exchange, all five BDO offices have placed plants throughout the offices.</p> <p>The firm has placed potted natural plants at different points in the offices, this is highly associated with creating a calm working environment, on top of enhancing the beauty of the working environment.</p> <p>The office in Rwanda is currently drafting a comprehensive corporate social investment plan that will be implemented in the year starting 1 July 2021. Several aspects in this plan are focused on environmental conservation and social wellbeing.</p> <p>BDO in Kenya has a policy on printing documents only when necessary, and printing documents back-to-back, hence reducing the amount of paper used.</p>	<p>From the partnership with Rotaract, 1000 trees were planted this year in Soroti a district in Eastern Uganda, during the same event, 500 units of donated blood were collected as in the pictures below.</p> <p>Reduced wastage of printing paper and an environmentally friendly and conducive workplace.</p>

# Our CSI efforts



# Anti Corruption

*Our seasoned professionals are commitment to increasing momentum around anti-corruption and regulatory enforcement activity.*



Principles	Implementation	Measurement of outcomes
<p>Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<p>BDO continues to comply with the Financial Intelligence Authority (FIA) guidelines which monitor money laundering in Uganda and the firm is committed to support all its clients in uprooting corrupt tendencies of any nature that may be observed during our audits.</p> <p>BDO has a whistleblower policy which encourage staff to report any corrupt practices.</p> <p>The BDO Administrative Policies and Procedures Manual describe the firm gift policy which is designed to discourage corrupt practices.</p>	<p>We advise our clients on some of the best practice controls against corruption at no cost to them.</p> <p>Submitted annual return to the FIA</p>



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