

WANZA CORPORATE SOCIAL RESPONSIBILITY STATEMENT - 2018

Our CSR commitment refer to good business ethics and our responsibility to the Ethiopian community we are part of. We believe that giving back and sharing while minimising our impact on the environment is the only sustainable way of building and maintaining an economically sound and healthy society.

Our CSR commitments are built around three critical areas. The following are examples of initiatives we have in place:

1. BUSINESS PRACTICES

All employees are bound by our code of conduct which stand for strict prohibition on the giving or receiving of any bribes, gratuities, inducements, or similar. This is included in all introductions and compliance trainings.

HR-dep and certified boards are welcome to audit us for corruption risks as part of their monitoring activities, standard checklist and statutory external audits. We are also working to achieve relevant anti-bribery management system accreditation such as ISO 37001:16.

Suppliers, partners and clients are selected on the basis that their ethics and values – for example, we do not contract with companies and clients engaged in dealings prohibited by Ethiopian law such as gambling and pornography.

2. WORKING ENVIRONMENT

As a service company we consider our employees to be our greatest assets. We take our responsibility to always treat our staff with dignity and respect and provide best possible working conditions in which we follow all applicable laws and legislations.

Providing clear, understandable and formalized information about employment conditions, including itemised pay slips.

Subsidizing meals that enables employees to save their money and provide for their family's needs.

Equal opportunities without discrimination for gender, nationality, ethnicity, language, age, marital status, sexual orientation, religion or disability.

Zero tolerance policy for harassment, bullying, violence and sexual harassment in the workplace.

3. NATURAL ENVIRONMENT

Wanza Relocation are committed to sustainability, but also encourage our partners and clients to reduce their environmental footprint:

Reusing and recycling as much as possible by donating items for reuse and refurbishment or proper disposal of waste including batteries and electronic equipment.

Use energy efficient lighting and reduce travel by making use of video conferencing.

Digitize brochures, agreements, reports, forms, and other documents to reduce our environmental impact on forests.

Facilitate sustainable environmental development in Ethiopia by actively supporting our own NGO, Biodifood Association.

REVIEWED & APPROVED



MANAGER
ANDY WOUBE
11/02/2018



MANAGING PARTNER
ANNIE WOUBE
11/02/2018