



Global Compact
Network Kenya

ANNUAL REPORT

2024



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THE TEN PRINCIPLES OF THE UNITED NATIONS GLOBAL COMPACT



HUMAN RIGHTS

1. Businesses should support and respect the protection of internationally proclaimed human rights; and
2. make sure that they are not complicit in human rights abuses



LABOUR

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
4. the elimination of all forms of forced and compulsory labour;
5. the effective abolition of child labour; and
6. the elimination of discrimination in respect of employment and occupation.



ENVIRONMENT

7. Businesses should support a precautionary approach to environmental challenges;
8. Undertake initiatives to promote greater environmental responsibility; and
9. encourage the development and diffusion of environmentally friendly technologies.



ANTI-CORRUPTION

10. Businesses should work against corruption in all its forms, including extortion and bribery.

GLOBAL COMPACT NETWORK KENYA

Global Compact Network Kenya (GCNK) is the Country Network of the United Nations Global Compact that is working to accelerate and scale the collective impact of businesses in Kenya and Uganda by upholding the Ten Principles on Human Rights, Labour, Environment and Anti-corruption and delivering the Sustainable Development Goals (SDGs) through accountable companies and ecosystems that enable change.

Established in 2005, Global Compact Network Kenya brings together 280+ participants in Kenya with over 800 others signed to our local Code of Ethics for Business in Kenya- an initiative of the Global Compact, Kenya Association of Manufacturers (KAM) and Kenya Private Sector Alliance (KEPSA).

ABOUT THIS REPORT

This Annual Report is intended to provide our stakeholders and the public with an overview of the progress we are making across key strategic and operational focus areas as well as highlight activities undertaken and resources created to promote business action on the sustainable development agenda. It is available on the Global Compact Network Kenya website.

For more information, contact us at: info@globalcompactkenya.org follow **Global Compact Kenya** on social media and visit our website at globalcompactkenya.org.



Global Compact
Network Kenya

THE UNITED NATIONS

SUSTAINABLE DEVELOPMENT GOALS

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future.

At its core are the 17 Sustainable Development Goals (SDGs), which present an urgent call for action by all countries - developed and emerging - in a global partnership. They recognise that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests.



We believe businesses play a key role in advancing the SDGs. Responsible business practices, combined with collaboration and innovation, can bring about powerful changes in societies and markets.

MESSAGE FROM THE CHAIRPERSON



MARTIN OCHIEN'G
Chairperson

The year 2024 was a pivotal period for Global Compact Network Kenya, one defined by bold decisions, deepened impact, and renewed commitment to our mission of advancing corporate sustainability.

As a Board, we provided strategic oversight to ensure the Network remained focused, future-facing, and firmly aligned with the Ten Principles of the United Nations Global Compact and the urgency of delivering the Sustainable Development Goals (SDGs).

A defining moment of the year was the Board's bold strategic decision for Global Compact Network Kenya to operate as an independent legal entity, affirming our institutional maturity and ability to serve our growing Network more effectively.

Alongside this transition, we relocated to new premises at Principal Place in Westlands, Nairobi. This move symbolized more than just a change of address, it marked our evolution into a fully-fledged, institution equipped to better serve our participants with enhanced visibility, operational efficiency, and autonomy.

Throughout the year, we continued to challenge the private sector to lead with intention and purpose. Our participation in the UN Global Compact Leaders Summit in New York and the Unstoppable Africa event positioned Kenya on the global stage, reinforcing the central role African businesses must play in shaping a sustainable and inclusive world.

At home, our CEO-led initiatives brought together some of Kenya's most influential corporate leaders to deliberate on how business can accelerate action in key priority areas, including climate action, gender equality, and ethical governance.

These leadership platforms were essential in amplifying the urgency companies need to move from commitment to transformative action.

As Board Chair, I must emphasize that achieving the SDGs by 2030 will require bolder decisions, integrated strategies, and principled leadership.

The private sector holds the levers of innovation, investment, and influence. I challenge business leaders to embed sustainability into the very core of their strategies and boardroom conversations.

To my fellow Board Members, I extend my deepest appreciation for your strategic guidance, unwavering support, and commitment to excellence.

To our Secretariat, led by our Executive Director, thank you for your tireless efforts in delivering meaningful programming and scaling our regional impact, including our expanded support to UN Global Compact Signatories in Uganda.

Looking ahead, the future of Global Compact Network Kenya is bright. We are seeing more companies from SMEs to multinationals choosing to align their business models with sustainability principles.

With the demand for transparency, climate accountability, ethical leadership, and inclusive practices growing stronger each year, we are well-positioned to be the platform that equips businesses to meet these evolving expectations.

Sustainability is no longer a trend, it is the future of business and we at Global Compact Network Kenya are proud to be at the forefront of this transformation. ensuring no business is left behind on the journey to 2030 and beyond.

MESSAGE FROM THE EXECUTIVE DIRECTOR



JUDY NJINO
Executive Director

As we closed the year 2024, I looked back with immense pride and gratitude at the progress we made together in advancing corporate sustainability in Kenya, Uganda and across the Africa region.

The year was marked by deepened impact, renewed ambition, and strengthened partnership driven by our shared commitment to the Ten Principles of the United Nations Global Compact and the achievement of the Sustainable Development Goals (SDGs).

Throughout 2024, we worked directly and indirectly with all participating companies, each demonstrating that sustainability is not just a responsibility, it is a business imperative.

From empowering SMEs through the SPARK program, deploying learning at scale via our online Academy, and advancing gender equality and decent work, to facilitating peer learning on Climate Ambition, we consistently delivered programming that positioned companies to lead sustainably.

Our partnership with stakeholders such as the Ethics and Anti-Corruption Commission (EACC) took centre stage as we continued to influence policy that will support Kenya's private sector to uphold the Tenth Principle.

We successfully rolled out the first year of USAID-USAWA funded Program across five counties—targeting fraud, waste, and abuse in Kenya's healthcare system. These efforts reflected our strong commitment to integrity, transparency, and collective action.

In 2024, we also hosted impactful dialogues such as the CEO Dialogue Forum, the Africa Business and Human Rights Forum, and the Women's Empowerment Principles (WEPs) Forum, bringing together business leaders to shape inclusive and sustainable solutions.

Additionally, we joined our signatory companies in support as they launched their sustainability reports reinforcing the culture of transparency and accountability in business.

A significant milestone was our expanded reach to businesses in the region—Global Compact Network Kenya was given the mandate to support UN Global Compact Signatories in Uganda while growing our footprint of responsible businesses.

This development demonstrated our leadership readiness and commitment to advance corporate sustainability beyond borders, providing practical guidance and a trusted platform for businesses in East Africa.

Looking into the future, the road to 2030 is narrowing. The urgency of the SDGs calls for businesses that are bold enough to lead systemic change.

I call upon all our participants to continue setting ambitious sustainability targets, holding themselves accountable, and driving measurable impact within their spheres of influence.

Global Compact Network Kenya remains your dedicated partner. Whether you are starting your sustainability journey or scaling impact across value chains, we are here to work with you, walk with you, and celebrate every milestone with you.

Thank you for your unwavering support, commitment, and collaboration in 2024. Let us continue moving forward—with courage, purpose, and resolve—towards a more just, inclusive, and sustainable future.



MEMBERSHIP HIGHLIGHTS

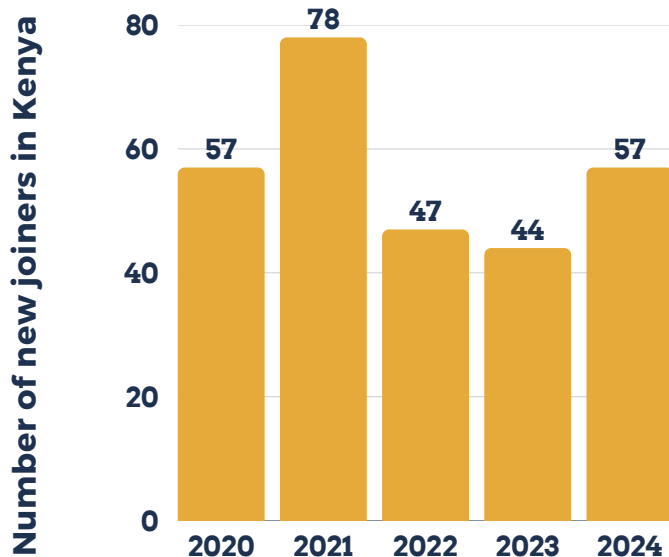
In 2024, Global Compact Network Kenya experienced significant growth and deepened its engagement with the private sector by driving impactful dialogue on corporate sustainability and responsible business practices across the country.

New Participants:

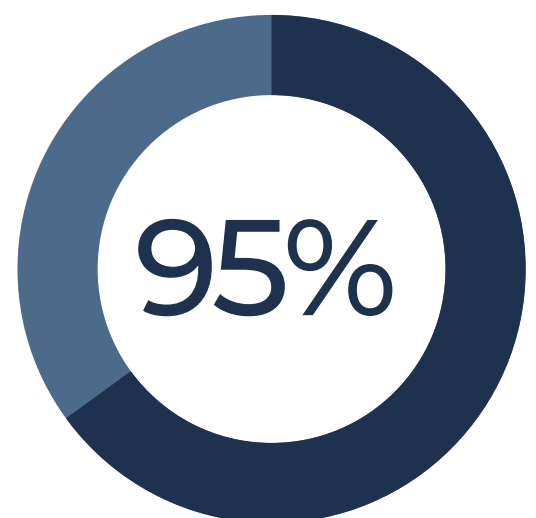
- Global Compact Network Kenya welcomed 51 new Signatories in Kenya and 6 in Uganda, committed to aligning their strategies with the Ten Principles of the UN Global Compact and contributing to a sustainable future.
- This reflects a 30% increase in new participants relative to the 2023 total new membership of 44

Retention:

- The Network recorded a 95% retention rate in 2024. Despite the delisting of 37 participants due to non-compliance, the year closed with a strong standing membership of 282 organizations, up from 269 in 2023.



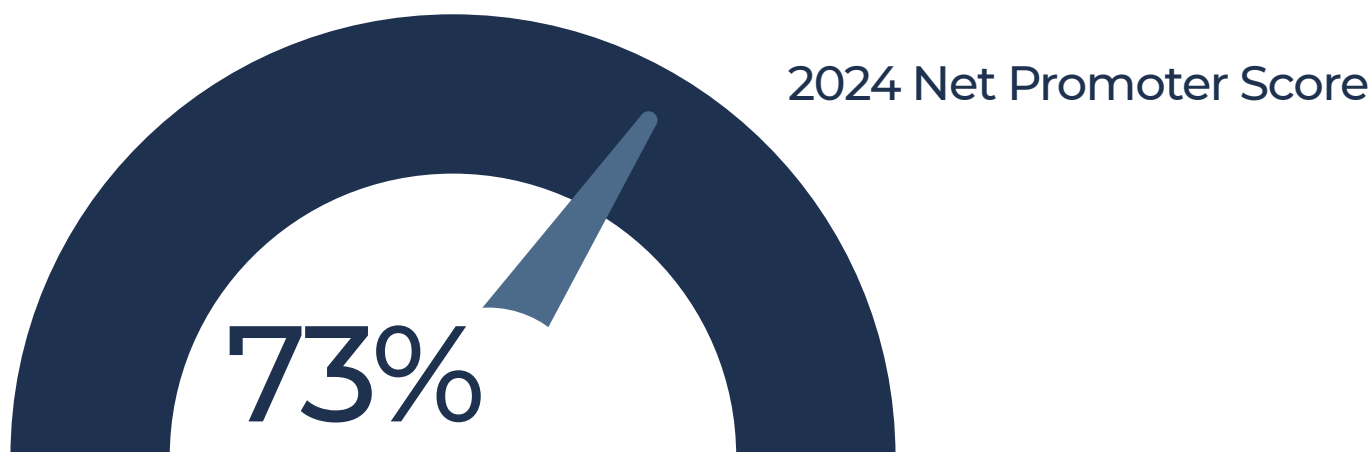
Membership growth progression



Retention Rate

MEMBERSHIP SATISFACTION

Our annual Net Promoter Score (NPS) survey showed a significant rise in member satisfaction, with a 2024 NPS of 73%. This indicates a strong level of loyalty and endorsement from participating organizations



PROSPECTS FOR GROWTH

Prospects for Growth:

Looking ahead, we anticipate increased participant engagement with sustainability initiatives, driven by several key trends:

- **Evolving Regulatory Landscape:** As sustainability-related disclosures becomes mandatory in many jurisdictions, companies are under growing pressure to align with global frameworks such as the UN Global Compact and the Sustainable Development Goals (SDGs). This will likely encourage more organizations to formalize their commitments.
- **Investor and Market Expectations:** There is a notable shift in investment and consumer preferences towards responsible businesses. Organizations that integrate environmental, social, and governance (ESG) considerations into their strategies are more likely to attract capital and customer loyalty.
- **Talent and Workforce Dynamics:** A values-driven workforce is prioritizing purpose alongside profit. Companies seeking to attract and retain top talent are increasingly embedding sustainability into their culture and operations.
- **Risk and Resilience:** Climate-related disruptions, supply chain vulnerabilities, and resource constraints have highlighted the need for long-term resilience. Sustainability is now recognized as a core business strategy, not a peripheral activity.
- **Competitive Positioning and Peer Benchmarking:** Participation in global sustainability networks enables organizations to stay competitive, learn from peers, and meet rising stakeholder expectations.

We remain committed to strengthening support systems, expanding outreach to high-potential sectors, and fostering collaborative platforms that enable members to meet and exceed their sustainability goals.

NEW PARTICIPANTS

2024 Joiners from Kenya

- 1.Prudential Travels Ltd
- 2.Demic Tours & Car Hire Ltd.
- 3.MFI Document Solutions Ltd
- 4.Metal Crowns Limited
- 5.Rina Systems limited
- 6.Kenbright Actuarial and Financial Services Limited
- 7.Kenbright Insurance Brokers Limited
- 8.Agriflex Limited
- 9.Kenbright Reinsurance Brokers Limited
10. Avenue Healthcare Ltd
11. Tricent Company Limited
12. Tribus TSG Limited
13. GardaWorld (Kenya) Limited
14. Poa Internet Kenya Ltd
15. PECAR Investments Limited
16. Centum Investment Company Plc
17. Xenum Kenya Ltd
18. Oxbow Technologies Ltd
19. Nyalore Impact Limited
20. Simpet Global Logistics Limited
21. Ndakala Advisory LLP
22. ZARIA Mobility
23. Urban Renewed Limited
24. Jambojet Limited
25. Audio Visual Control Systems Limited
26. Ponty Pridd Holdings Limited
27. Sun Rays Dynamics Ltd
28. XALCO LTD
29. Associated Vehicle Assemblers
30. Impact Africa Consulting Limited
31. Community Health Research & Consultancy International
32. Adili Trustees Limited
33. Angel Beacon Consulting-LLP
34. Atlas Associates LLP
35. KIETI LAW LLP
36. Plasma Solar Limited
37. Exigent Risk Advisory
38. Adept Technologies Limited
39. Emergency Plus Medical Services
40. Brain pots consulting
41. Njogu & Associates Advocates
42. Lybra Consulting Limited
43. The Xenry Cleaning Services Limited
44. Vera Beauty & Fashion College
45. Xemay Enterprises Limited
46. Projects Eagles Limited
47. Kenya Wine Agencies Limited (KWAL)
48. Inventure Mobile Limited
49. Ashfords & Co
50. Stratostaff EA Ltd
51. WPP Scangroup Limited

2024 Joiners from Uganda

- 1.Johnny Tree Growers Company Limited
- 2.Home Design Flowers Limited
- 3.PEV - Prime Edge Ventures Limited
- 4.Fix It Consults Limited
- 5.Canrose Uganda Ltd
- 6.ZPEB Uganda Company Limited

ORGANIZATION TYPE

Corporate

10

SME

41



2024 EVENT HIGHLIGHTS

In 2024, we offered a broad range of programming aimed at helping our participants make a meaningful impact in key sustainability areas.

The Network implemented capacity-building initiatives, developed leadership programs, and contributed to various national policy discussions aimed at accelerating progress on the Sustainable Development Goals (SDGs) and the Ten Principles of the UN Global Compact.

835

Attendees participated
in our events
throughout the year

130

Employees from 81
companies were engaged in
4 accelerator programmes

23

Engagements held
throughout the year.

20

Companies in our anti-
corruption working group

STRATEGIC GLOBAL EVENTS

UN General Assembly Leaders Summit

Global leaders gathered in New York for the United Nations General Assembly (UNGA), where the UN Global Compact convened the global business community through three flagship events: the *Private Sector Forum*, which fostered high-level dialogue between business and government leaders on advancing sustainable development; the *Leaders Summit*, which showcased bold corporate action on the Sustainable Development Goals (SDGs); and *Unstoppable Africa*, which spotlighted Africa's economic potential, innovation, and the role of business in driving inclusive growth across the continent.

The UN Global Compact challenged the private sector to commit to the ambitious Forward Faster targets and guided companies in delivering progress towards their targets year after year.

During the Leaders Summit, Kenya's Kevin Getobai of Ololo Farm and Lodge was recognized as a 2024 SDG Pioneer winner by the United Nations Global Compact for his transformative work in sustainable agriculture.

Our Executive Director Judy Njino amplified the voice of Kenya and Africa as a speaker at the Forward Faster Acceleration Day under the theme, "*How Collective Action Can Drive a Responsible Future: Powerful Ideas for Public-Private Trust Building.*"



STRATEGIC GLOBAL EVENTS

Unstoppable Africa 2024

The Global Africa Business Initiative (GABI) wrapped up in New York under the theme “Unstoppable Africa: Shaping Global Ambitions for Agenda 2063”.

The event attracted over 2,000 leaders, CEOs, investors, policymakers, and innovators, all focused on positioning Africa as a global leader.

The summit, attended by Kenya's private sector top leadership, emphasized inclusive participation and solution-driven action, culminating in a final round table where stakeholders committed to tackling pressing challenges.

Key topics included unlocking inclusive trade growth, Africa's role in clean energy, digital advancements, and the global impact of African creativity and sports.

Meeting on the sidelines of GABI, UN Assistant Secretary-General Sanda Ojiambo commended the Africa Business Leaders Coalition (ABLC) for its leadership, noting a nearly 25% reduction in carbon footprints among participating businesses since launching a climate statement at COP27.



Participants at the Unstoppable Africa in New York drawn from Kenya, Africa and other countries across the globe.

STRATEGIC GLOBAL EVENTS

International Collective Action Conference in Switzerland



Participants from across the globe during the 5th International Collective Action Conference in Basel Switzerland.

Global Compact Network Kenya took part in the 5th International Collective Action Conference held at Basel University in Switzerland represented by Program Manager Stephen Kimenye.

The event, themed *"Putting Business Integrity on the Global Agenda,"* brought together a diverse group of stakeholders from all over the world, including the private and public sectors, international organizations, civil society, academia and Country Networks of the UN Global Compact participating in the Siemens Integrity Initiative.

The conference aimed at sharing best practices and experiences in anti-corruption Collective Action. Key highlights included insightful discussions on regulatory and normative approaches, the evolution of Collective Action initiatives and effective compliance programs.

The conference showcased the collaborative efforts of organizations from different continents and sectors, highlighting common challenges and innovative solutions in the fight against corruption.

The participation of Global Compact Network Kenya in this event underscores its commitment to advancing business integrity and fighting corruption in Kenya and in the region.

STRATEGIC GLOBAL EVENTS

Sustainable Food Systems Forum in Indonesia



Co-creation workshop on food systems in Jakarta, Indonesia attended by various Country Networks of the United Nations Global Compact including Global Compact Network Kenya

Global Compact Network Kenya participated in the first Global South co-creation workshop Think Lab on Sustainable Food Systems in Jakarta, Indonesia jointly with UN Global Compact Country Networks from Brazil, Colombia, and Indonesia.

This collaborative effort brought together diverse perspectives across the Global South to address sustainable food challenges through innovative and locally driven solutions.

The Think Lab aimed to engage participants of the UN Global Compact and other stakeholders to enhance food security, promote sustainable agriculture and advance the Sustainable Development Goals (SDGs) by fostering responsible food production practices globally.

The workshop was attended by Program Manager Stephen Kimenye and Project Coordinator Lorraine Kithinji.

Sustainable Food Systems Think Lab aimed to engage participants of the UN Global Compact and other stakeholders to enhance food security, promote sustainable agriculture and advance the SDGs.

STRATEGIC REGIONAL EVENTS

Africa Business Leaders Coalition



CEOs from various companies across Africa at the Africa Business Leaders Coalition (ABLC) round table hosted by Global Compact Network Kenya

The Africa Business Leaders Coalition (ABLC) convened at the Global Compact Network Kenya (GCNK) offices in Nairobi to explore ways to drive sustainable development across the continent.

The CEO-led roundtable discussions centered on driving climate action and Gender Equality towards fostering sustainable growth, prosperity and development.

ABLC brings together CEOs from across the continent and is dedicated to providing a unified voice for the African private sector. In line with the growing narrative of African solutions for African challenges, ABLC members are actively working towards fostering homegrown solutions and shifting the continent away from foreign dependency on critical issues impacting the continent.

The meeting convened by the Global Compact Network Kenya (GCNK) was Chaired by Sasini PLC Group Managing Director, Martin Ochien'g with participation from Safaricom PLC CEO, Dr. Peter Ndegwa, East African Breweries PLC (EABL) Group MD & CEO Jane Karuku, Kenya Airways Group MD & CEO Allan Kilavuka, Global Compact Network Kenya (GCNK) Executive Director Judy Njino.

To read more about the ABLC, click [HERE](#)



**AFRICA BUSINESS
LEADERS COALITION**



- This is a CEO led coalition committed to advancing sustainable growth prosperity and development across the Africa continent



- Established: May 2022 under the United Nations Global Compact



- Number of companies under ABLC- 65



- Combined revenue of companies USD 150 billion



- Number of employees- nearly one million

STRATEGIC REGIONAL EVENTS

Africa Business and Human Rights Forum

Global Compact Network Kenya was a strategic partner in the organization of the Africa Business and Human Rights Forum which convened over 400 stakeholders across Africa for constructive dialogue and peer learning on how to strengthen responsible business and corporate accountability in the region.

The Forum facilitated dialogue anchored on the United Nations Guiding Principles on Business and Human Rights (UNGPs) to foster joint action to prevent, mitigate and remediate business-related human rights and environmental abuses.



Kenya's Attorney General Dorcas Oduor during the official opening of the Africa Business and Human Rights Forum. Right panelist at the Global Compact Network Kenya side event on "Trade Investment and Responsible Business Conduct"

During the Summit, Global Compact Network Kenya convened a side event on *"Trade Investment and Responsible Business Conduct"* which underscored the vital role of businesses in driving sustainable development and upholding human rights.

Key discussions during the session focused on the effects of trade policies on African businesses and marginalized communities, highlighting the urgent need for responsible investment and support for SMEs to improve sustainability performance.

Recommendations included enhancing support systems through the United Nations Global Compact and promoting innovative approaches to advance human rights.

COMMITMENTS FROM STAKEHOLDERS

- Continued support to key stakeholders in complying with the emerging international supply chain regulations, and promoting sustainable development.
- Strengthened national policies and regulations that support responsible business conduct in Africa.
- Strengthened regional engagement for tailored and impactful solutions
- Guidance on global implementation of key international supply chain regulations through key practical insights
- The promotion of human rights due diligence and transparency in global, regional and national supply chains.
- Support to vulnerable groups to ensure their participation in inclusive and sustainable structural economic transformation in Africa

Download the Nairobi Declaration on African Business and Human Rights Forum 2024- [HERE](#)

STRATEGIC REGIONAL EVENTS

Regional Gender Equality Conference



Participants at the inaugural Regional Gender Equality Conference held in Nairobi, hosted by Global Compact Network Kenya in partnership with Danish Industry East Africa

Global Compact Network Kenya in partnership with Danish Industry East Africa held the inaugural Regional Gender Equality Conference in Nairobi under the theme "Count Her In: Accelerating Gender Equality Through Economic Empowerment."

The event brought together stakeholders from East African countries to inspire tangible actions that can contribute to the economic empowerment of women and, in turn, foster a more equitable and sustainable world.

Over 120 participants attended the conference and were able to share lessons, opportunities and collectively identify ways of advancing gender equality in the region.

Speaking at the event, Absa Bank Kenya CEO and Board member of the Global Compact Network Kenya Abdi Mohamed who was the chief guest noted that the world needs an additional \$360 billion annually to empower women and achieve gender equality across key global goals. Mr. Mohamed urged stakeholders to accelerate progress on Gender Equality through credible action.

Gender Snapshot of 2023

- Gender Snapshot of 2023 indicates a significant shortfall in achieving SDG 5 – Gender Equality. Only two Goal 5 indicators are "close to target," with none meeting the target.
- There is need for an additional \$360 billion annually to empower women and achieve gender equality across key global goals.
- Without intervention, an estimated 342 million women and girls could be living below the poverty line by 2030.
- World Economic Forum warns that at the current rate of progress, it will take 267 years to close the economic gender gap.

STRATEGIC REGIONAL EVENTS

Africa Shared Value Summit



A panel discussion at the Africa Shared Value & ESG Summit held in Nairobi under the theme, "ESG Awareness Levels in East African Private Sector" hosted by Danish Industry East Africa.

Global Compact Network Kenya participated in the Africa Shared Value & ESG Summit held in Nairobi, aimed at unifying Shared Value and ESG principles to fuel Africa's economic and societal advancement.

The Summit under the theme, "Empowering Africa's Future: Shaping the Next Generation of Responsible Businesses", held a panel discussion titled "ESG Awareness Level in East African Private Sector" hosted by Danish Industry East Africa.

Global Compact Network Kenya Executive Director Judy Njino emphasized the unique role Africa has to shape its sustainability agenda inspired by good practices from other regions.

During the session, a study by Danish Industry titled "ESG Study: The Effects of EU Sustainability Regulations in Eastern Africa", was unpacked.

The study found that Eastern African businesses are largely unaware of Environmental, Social, and Governance (ESG) legislative developments despite recognizing their significant potential for business impact.

According to the research, only 15% of East African companies reported a high level of awareness regarding the legislative developments. This has led to a significant knowledge gap that has left many, especially smaller firms trading with the European Union (EU), vulnerable as the EU tightens its sustainability standards.



Global Compact Network Executive Director Judy Njino at the Africa Shared Value & ESG Summit panel discussion

Only 15% of East African companies reported a high level of awareness regarding the EU sustainability legislative developments

STRATEGIC REGIONAL EVENTS

Africa Business Ethics Conference



Participants at the 5th Africa Business Ethics Conference (ABEC) held in Nairobi

Global Compact Network Kenyas was a co-host of the 5th Africa Business Ethics Conference (ABEC) held under the theme "A Brave New Africa: Business Growth in Times of Economic Turbulence."

The conference brought various stakeholders to tackle Africa's most pressing economic challenges while advocating for integrity and transparency.

The conference called for the harmonization of anti-corruption laws across Africa, advocating for unified policies to strengthen the continent's collective fight against corruption and promote a new era of ethical business practices.

Principal Secretary for the State Department of Investment, Ministry of Trade & Industry, Hon. Abubakar Hassan Abubakar noted that Ethics is at the heart of sustainable investment with investors prioritizing jurisdictions where transparency, accountability, & governance inspire confidence.

Global Compact Network Kenya Executive Director Judy Njino, in her remarks delivered by Program Manager Stephen Kimenye, highlighted the detrimental effects of corruption on the continent and the role of the Private Sector in establishing a culture of integrity.

The Global Compact Executive Director noted that corruption is one of the most significant challenges facing our continent, hindering development, eroding trust, & distorting markets and ultimately stifling economic growth.



Global Compact Network Kenya Program Manager Stephen Kimenye at the conference

Africa Business Ethics Conference

- Africa Business Ethics Conference (ABEC) is an annual conference that brings together the private sector, government, civil society and the media fraternity to discuss issues around business ethics.
- This forum was first hosted in 2019 after which there have been four iterations in various regions of Africa including East Africa (Kenya), West Africa (Nigeria) and Southern Africa (Botswana).

STRATEGIC COUNTRY EVENTS

Leadership in Action Series: With Paul Polman



Business leaders & captains of industry from diverse sectors of Kenya's economy at the Leadership in Action Dialogue graced by renowned author and speaker Paul Polman

Global Compact Network Kenya convened a Leadership in Action Dialogue drawing business leaders & captains of industry from diverse sectors of Kenya's economy to share progress and discuss practical strategies to accelerate on the SDGs.

Showcasing real life business examples grounded in actionable steps, our panel of speakers from UN Global Compact participating companies led by Patrica Ithau, WPP ScanGroup, Craig Chapman, Ololo Farm & Lodge, ICEA Lion Group Philip Lopokoiyit and EABL, Eric Kiniti, delved into key themes touching on Gender Equality, Climate Action, Finance and Investment and Water resilience respectively.

Moreover, the dialogue emphasized the importance of inclusive growth and prosperity and opportunities for businesses to create environments where everyone can thrive, thereby future-proofing business.

A highlight of the event was the Keynote address delivered by Paul Polman, renowned for his leadership in sustainability. As the co-author of *"Net Positive: How courageous companies thrive by giving more than they take,"* his insights provided invaluable guidance on how business leaders faced with various headwinds such as political inertia and a global system lacking in solidarity can use the #SDGs as a moral framework in rebuilding trust and setting us back on a path of progress.



STRATEGIC COUNTRY EVENTS

Ring the Bell for Gender Equality Ceremony



Ring the Bell for Gender Equality Ceremony held in partnership with the Nairobi Stock Exchange (NSE), International Finance Corporation (IFC) and UN Women Kenya. At the centre, chief guest Harriette Chiggai, President's Women Rights Advisor ringing the bell during the ceremony.



Global Compact Network Kenya joined hundreds of partners worldwide in commemorating International Women's Day at the annual Ring the Bell for Gender Equality Ceremony.

Under the theme *"Invest in women: Accelerate progress,"* this year's Ring the Bell focused on empowering women economically to foster inclusive and equitable societies. The event also raised awareness and highlighted the significant role the private sector can play in advancing Gender Equality.

Harriette Chiggai, President's Women Rights Advisor who was the chief guest challenged stakeholders to go beyond and advance gender issues even as we celebrate International Women's Day.

Global Compact Network Kenya Executive Director Judy Njino represented by Global Compact network Kenya Program Manager called on the stakeholders to move forward, faster by investing in women and reflect on their commitments, rethink their actions, reconsider collaborations and partnerships.

Ms. Njino challenged the forum to revise the targets they have set for themselves and align them with new global statistics and targets for accelerated progress.

The occasion also witnessed two companies Digimatt Solutions Limited and UN Global Compact participant Lady Askari publicly sign the Women Empowerment Principles taking a bold commitment towards entrenching gender equality in their respective companies

STRATEGIC COUNTRY EVENTS

High Level Meeting on Code of Ethics for Business in Kenya



Leaders from Global Compact Network Kenya, Kenya Association of Manufacturers (KAM) and Kenya Private Sector Alliance (KEPSA) at the High-level Meeting on the Code of Ethics for Business in Kenya.

In partnership with the Kenya Association of Manufacturers and Kenya Private Sector Alliance (KEPSA) we convened a High-level Meeting on the Code of Ethics for Business in Kenya in the year.

The Code is a Principles Based collective action Initiative that aims to promote and enhance the ethics of business conduct in Kenya in line with the Ten Principles of the United Nations Global Compact.

Participating companies were called upon to implement the Code's principles in their business operations and supply chain and report on progress to strengthen transparency and accountability.

During the session, Global Compact Network Kenya Executive Director, Judy Njino invited companies to take advantage of the newly launched digital platform where they can readily access information and tools to support them in their compliance journey.

Kenya Association of Manufacturers, Deputy Head of Policy Research & Advocacy Mirriam Bomett urged all stakeholders to seize the momentum generated by the forum and translate dialogue into action.

Kenya Private Sector Alliance (KEPSA) Director, SMEs & Startups, Mary Ngechu emphasized the importance of education, compliance transparency, and collaboration, as comprehensive strategies for a more transparent business environment.

STRATEGIC COUNTRY EVENTS

Women's Empowerment Principles Forum



Stakeholders at the Women's Empowerment Principles Forum, a joint initiative between Global Compact Network Kenya and UN Women Kenya.

In partnership with UN Women Kenya, we hosted the Women's Empowerment Principles Forum under the theme "Care Agenda in the Private Sector for Gender Equality and Women Empowerment."

The forum brought together stakeholders from Kenya's private sector to address the care work predominantly undertaken by women with discussions focusing on practical solutions and strategies to alleviate the burden of unpaid care work and enhance women's participation in the economy.

During this event, the draft National Care Policy was presented, with the forum emphasizing the vital role of the private sector in implementing and promoting care policies and also how to advance the adoption of the Women's Empowerment Principles by the private sector in Kenya.

Principal Secretary of the State Department for Gender and Affirmative Action, Ms. Anne Wang'ombe, reinforced the government's commitment to implementing interventions that support women's economic inclusion by highlighting the significant role of the care economy in achieving this goal.

Global Compact Network Kenya Executive Director Judy Njino noted that while women make up a significant portion of the workforce in Kenya, they remain underrepresented in leadership positions and are often paid less than their male counterparts.

She noted that the Global Gender Gap Report 2023 ranked Kenya 77th out of 146 countries, showing a persistent gap in gender equality.

Ms. Njino outlined key actions for the private sector to alleviate the burden on women, such as investing in women as a human rights issue, offering flexible work arrangements, career development and mentorship programs, and ensuring equal pay and transparency.



STRATEGIC COUNTRY EVENTS

Business Integrity Conference



Participants of the UN Global Compact at the Business Integrity Conference aimed at spurring collaborative efforts among anti-corruption stakeholders in Kenya.

Global Compact Network Kenya hosted a Business Integrity Conference, gathering representatives from the private sector, public sector, and civil society.

The Business Integrity Conference aimed at cultivating a culture of integrity and spurring collaborative efforts among anti-corruption stakeholders in Kenya.

Together, they united to confront corruption which has been identified as a major barrier to fostering a clean business environment.

Participants were also equipped with knowledge and skills on how to use the Collective Action methodology to identify and address corruption issues.

During the conference, Director of Ethics & Leadership at the Ethics and Anti-Corruption Commission (EACC) Mr. John Lolkoloi emphasized the importance of collaboration and urged sector players to come together to craft anti-corruption legislation and codes of conduct, essential for fostering a clean business environment.

Judy Njino, Executive Director of Global Compact Network Kenya, highlighted that corruption remains a significant obstacle to economic and social development. She stressed the vital role businesses play in preventing corruption, emphasizing the need for collective action.

Cristina Ritter, Head of Anti-Corruption and Governance at United Nations Global Compact underscored the urgency of the matter urging stakeholders to uphold, integrity and promote responsible business practices for sustainable development.

Click [HERE](#) to download the playbook on Anti-corruption Collective Action



ANNUAL GENERAL ASSEMBLY



Global Compact Network Kenya board members led by the Chairperson Martin Ochien'g during the 10th Annual General Assembly



Global Compact Network Kenya (GCNK) held its 10th Annual General Assembly, bringing together over 80 UN Global Compact signatories in Kenya to discuss their collective progress and achievements in 2023.

The Assembly was chaired by Mr. Martin Ochien'g and attended by GCNK Directors, including Kariuki Ngari, Vice Chair and CEO of Standard Chartered Bank Kenya; Abdi Mohamed, CEO of Absa Bank Kenya; Dr. Stephen Jackson, UN Resident Coordinator for Kenya; Jonty van Zeller, Managing Director of Alamaya Group; Sheila Masinde, Executive Director of Transparency International Kenya; and Judy Njino, Executive Director of Global Compact Network Kenya (GCNK).

In his opening statement, Mr. Ochien'g highlighted GCNK's growing leadership in advancing corporate sustainability across Kenya and Africa, with the addition of new companies committed to aligning their strategies with the SDGs and promoting a sustainable future.

"We were at the forefront of critical discussions both locally and globally, lending our voice to global issues such as reducing inequality, climate action, corporate governance, and convening industry leaders, policymakers, and civil society," he said.

He urged companies to prioritize collaboration and partnerships, noting that in the coming year, the Kenyan Network would put more effort into supporting SMEs to realize their potential as a critical sector in driving economic and social transformation.

Global Compact Network Kenya Executive Director Judy Njino, in her progress report, emphasized that during the year, the Network sharpened its value proposition to better guide businesses in areas where they could create the most meaningful impact.

STRATEGIC COUNTRY EVENTS

USAID United Society Against Fraud, Waste and Abuse (USAWA) Program



USAID-United Society Against Fraud, Waste and Abuse (USAWA) Project Launch by Nakuru Governor Susan Kihika in Nakuru County.

Global Compact Network Kenya, alongside other partners, participated in the launch of the USAID United Society Against Fraud, Waste and Abuse (USAWA) Program.

The program was designed to improve healthcare systems by promoting transparency and accountability through reducing fraud waste and abuse in Kenya's health sector across five counties of Isiolo, Kakamega, Kilifi, Mombasa, and Nakuru.

Targeted at citizens, businesses, media, and the faith community, the program raised awareness of their rights as healthcare consumers, encouraged the reporting of fraud and abuse, and built their capacity to advocate collectively for greater integrity in the health sector.

As a private sector member under the Kenya Leadership Integrity Forum (KLIF), Global Compact Network Kenya leveraged its expertise and resources in anti-corruption and governance—aligned with the Tenth Principle of the UN Global Compact—to support the implementation of the USAWA Program.

The organization built the capacity of trainers drawn from the private sector on county health sector governance and anti-corruption compliance. By promoting the Code of Ethics for Business in Kenya, we also strengthened private sector commitments to integrity, encouraging healthcare-related businesses to embed ethical practices into their operations and strategies.

The USAWA Program was a partnership between Global Compact Network Kenya, Transparency International Kenya, the Association of Media Women in Kenya, and the Inter-Religious Council of Kenya across five counties.

USAID-USAWA PROGRAM IMPACT



Global Compact Network Kenya team with representatives from leading health insurance companies during an Executive Roundtable Meeting on addressing Private Health Sector Fraud

USAWA Program Reach & Stakeholder Engagement

Event	County	Total Participants	Women	Men	Youth	Gov't Officials	PWDs
High-Level Anti-Corruption Meetings	Kilifi	17	10	7	5	0	0
High-Level Anti-Corruption Meetings	Mombasa	24	12	12	10	8	0
High-Level Anti-Corruption Meetings	Kakamega	32	13	21	13	9	1
High-Level Anti-Corruption Meetings	Isiolo	49	17	32	16	16	0
High-Level Anti-Corruption Meetings	Nakuru	23	13	11	6	8	0
Awareness Campaign	Kilifi	31	11	21	7	2	0
Awareness Campaign	Mombasa	33	16	17	7	5	0
Awareness Campaign	Kakamega	50	30	20	22	3	1
Awareness Campaign	Isiolo	49	27	22	17	2	0
Awareness Campaign	Nakuru	36	13	23	8	0	0
ToTs Training (Nairobi)	National	15	9	6	1	3	0
Inception Meetings (All 5 counties)	Various	109	52	57	17	10	1

USAID-USAWA PROGRAM IMPACT



USAID-USAWA consortium partners during a consultative meeting with Chair, Akadimi Foundation Dr. James Rice.

USAWA Programme Summary

Total People Reached through Events	518
Women Reached	234
Men Reached	284
Youth (Under 35)	123
Gov't Officials Engaged	66
People with Disabilities (PWDs)	3

Youth, Gender, and Inclusion Highlights

Total Youth Engaged	132
Youth-Owned Businesses Engaged	71
Women Engaged in Activities	171
People with Disabilities Reached	3

Capacity Building and Institutional Support

Trainers of Trainers (ToTs) Trained	15 (9 women, 6 men)
Private Healthcare Professionals Trained	15
Businesses Sensitized on Communication on Progress (CoP)	31
Private Health Associations Supported	Kilifi: 30 members engaged Kakamega: 40 members actively sensitized Nakuru: 120 of 200 members reached Isiolo: 11 directors reached through Chamber Mombasa: 20 professionals reached

CELEBRATING GROWTH

New Office Opening at Principal Place



Global Compact Network Kenya and other key partners during the official launch of the new offices at Principal Place in Westlands



We were delighted to officially welcome Global Compact Network Kenya Board members, partners and friends to an evening of celebration as we welcomed them to our newly opened office at Principal Place.

Led by our Board Chair Martin Ochien'g, Directors Abdi Mohamed, Sheila Masinde and Executive Director Judy Njino, the evening marked an important milestone for the Global Compact Network in Kenya since its launch in the country back in 2005.



We were honoured by the presence of our former host Kenya Association of Manufacturers (KAM) represented by the CEO Tobias Alando and former KAM CEO Phyllis Wakiaga, who provided critical administrative support to the Network secretariat for several years.

We were privileged to also have Stefan Engels, formerly with the United Nations Development Programme (UNDP), whose presence reminded us of our humble beginnings.



It was through UNDP that Global Compact Network Kenya was first proposed in 2005 with additional support from leading business coalitions Kenya Private Sector Alliance (KEPSA) and Federation of Kenya Employers (FKE).

OUR ANTI-CORRUPTION & GOVERNANCE WORKSTREAMS

Corruption Risk Assessment and Management Guidelines validation meeting



Stakeholders led by the, EACC and Global Compact Network Kenya at the validation meeting on the Corruption Risk Assessment and Management Guidelines.

Representatives from the private and public sectors convened for a stakeholders' validation meeting on the "*Corruption Risk Assessment and Management Guidelines*" organized by Global Compact Network Kenya and the Ethics and Anti-corruption Commission (EACC). The meeting aimed to validate the guidelines developed to help organizations identify and mitigate corruption risks.

In line with the Tenth Principle of the United Nations Global Compact on anti-corruption, Global Compact Network Kenya (GCNK) Executive Director, Judy Njino, emphasized the importance of the guidelines, noting that they will empower organizations of all sizes and types on how to recognize and mitigate corruption risks effectively.

Representing the Ethics and Anti-corruption Commission, the Director of Preventive Services, Vincent Okong'o, noted that through the Corruption Risk Assessment Guidelines, the Commission seeks to empower public and private entities to conduct their own corruption risk assessments and take responsibility for reviewing their methods of work.

ANTI-CORRUPTION & GOVERNANCE WORKSTREAMS

African Anti-Corruption Day



Stakeholders led by Global Compact Network Kenya and the Ethics and Anti-Corruption Commission (EACC) during the commemoration of the African Anti-Corruption Day

Anti-corruption advocates in Kenya gathered to observe the 2024 African Anti-Corruption Day, under the theme *"Effective Whistleblower Protection Mechanisms: A Critical Tool in the Fight Against Corruption"*.

Convened by the Ethics And Anti-Corruption Commission (EACC) and the Kenya Leadership and Integrity Forum (KLIF), the forum brought together stakeholders including Global Compact Network Kenya led by Executive Director, Judy Njino who called upon member states across Africa to establish and enhance national mechanisms for whistleblower protection.

In her address, Ms. Njino noted emerging good practices from the Kenyan private sector in addressing corruption risks such as strengthening the tone at the top by publicly committing to the Tenth Principle of the UN Global Compact and the Code of Ethics for Business in Kenya, setting up whistleblower policies, investing in anonymous independent reporting channels, conducting training and awareness among others.

Chairperson and Chief Executive Officer of the Ethics And Anti-Corruption Commission (EACC) Dr. David Oginde and Twalib Mbarak respectively, called on state, non-state actors and Kenyans at large to play their part in weeding out corruption while emphasizing the importance of strengthening the key Anti-corruption legislations such as the conflict-of-interest and whistleblower protection bills to enhance good governance.

ANTI-CORRUPTION & GOVERNANCE WORKSTREAMS

International Anti-Corruption Day



Commemoration of International Anti-Corruption Day in Nakuru County in partnership with USAID-USAWA consortium partners held in Nakuru County

In commemoration of International Anti-Corruption Day, Global Compact Network Kenya, in partnership with USAID-USAWA consortium partners held a joint Town Hall Youth Engagement Forum in Nakuru County.

The event brought together young leaders, media practitioners, and stakeholders under the 2024 theme, *"Uniting with Youth Against Corruption: Shaping Tomorrow's Integrity."*

Speaking on behalf of Global Compact Network Kenya, Project Coordinator, John Ndirangu, highlighted the specific challenges young entrepreneurs face due to corruption. He noted that bribery limited access to credit, led to unfair competition, distorted markets, stunting the growth of youth-led businesses and undermining their potential for sustainable success.

The forum, emphasized the critical role of youth in promoting integrity and combating corruption. Participants explored strategies to build ethical businesses and foster accountability in both public and private sectors.

ANTI-CORRUPTION & GOVERNANCE WORKSTREAMS

The People Dialogue Festival



Panelists drawn from various sectors in Kenya during a panel discussion at the People Dialogue Festival, under the theme "Collaborative Democracy for Sustainable Development" hosted by Global Compact Network Kenya

Global Compact Network Kenya participated in 2024 People Dialogue Festival organized by Centre for Multiparty Democracy Kenya. The Network hosted a side event titled *"Collaborative Democracy for Sustainable Development"* attended by the public and explored the role of collaborative democracy in promoting sustainable development in Kenya.

The session provided a platform to engage in meaningful dialogue while exploring the role of the Private Sector in advancing democratic ideals thereby fostering accountability, integrity and transparency within businesses and the society at large.

On the panel were Global Compact Network Executive Director Judy Njino, Gerald Waweru from SDGs Coordination Directorate, State Department for Economic Planning, Oliver Waindi, Executive Director Uraia Trust, Dr. Annette Schwandner Country Representative Konrad Adenauer Stiftung and Laura Cramer, Policy Engagement Specialist, International Livestock Research Institute (ILRI).

Anti-Corruption Working Group



Participants at the Anti-Corruption Working Group convened by Global Compact Network Kenya

Global Compact Network Kenya held its Anti- Corruption Working Group (ACWG) meeting during the year which is a multi-stakeholder platform that supports companies to deepen their engagement on the Tenth Principle of the United Nations Global Compact and contribute to an ethical business climate.

The 2024 working group was attended by the private sector, civil society, and key government agencies, including representatives from the Ethics And Anti-Corruption Commission (EACC), the Office of the Director of Public Prosecutions (ODPP) and the Attorney General's Office, Department of Justice.

Global Compact Network Kenya led a session to take stock of the successes of the Working Group and discussed opportunities to drive further impact in ensuring effective implementation of Anti-corruption measures.

The enforcement agencies on their part provided timely updates of key policy developments of concern to the Private Sector such as the status of the Whistleblower Protection Bill, Anti-Bribery Act model procedures and guidelines and the impact of economic crimes such as money laundering and the role of private sector in addressing such risks.

The working group has engaged in various initiatives, including developing draft model procedures under the Anti-Bribery Act and advocating for the adoption and effective implementation of the Code of Ethics for Business in Kenya.

Anti- Corruption Working Group (ACWG) is a multi-stakeholder platform that supports companies to deepen their engagement on the Tenth Principle of the United Nations Global Compact

LABOUR & HUMAN RIGHTS WORKSTREAM

Modern Slavery Workshop

Global Compact Network Kenya joined Global Compact Network UK, representatives from the Chamber of Commerce and Industry and Federation of Employers from the Democratic Republic of Congo to discuss the salient issues of modern slavery including forced labour, child labour, human trafficking, and indecent working conditions among others.

This workshop enabled the participants, who are to be trainers of trainers, to learn more about the manifestations of modern slavery in operations and supply chains and identify means of preventing and mitigating them.



Participants led by Global Compact Network Kenya Executive Director Judy Njino at the modern slavery workshop held in Nairobi

Unbeknown to many companies, risks of modern slavery arise from business relationships that are not properly examined which makes it imperative to conduct adequate due diligence to detect & provide redress when cases arise.

World Day Against Child Labour



Global Compact Network Kenya Executive Director Judy Njino at the commemoration of the world day against child labour

Executive Director Judy Njino had the pleasure of joining the International Labour Organization (ILO) as they commemorated the 2024 world day against child labour in Mombasa County.

Representing Global Compact Network Kenya, Ms. Njino got an opportunity to join a panel to discuss and shed light on the role of the Private Sector & UN Global Compact Principles Based approach to eliminating this vice.

Child labour in simple terms is work that interferes with compulsory education and/or for which a child is simply too young, work that is hazardous to children's health, safety or morals, or another worst form of child labour.

According to the Kenya National Bureau of Statistics (KNBS), 8.5 percent of children in Kenya (approximately 1.3 million children) were engaged in child labour as of 2021.

This data highlights the significant prevalence of child labour in the country, with some regions, particularly the arid & semi-arid land (ASAL) counties, experiencing even higher rates exceeding 30 percent.

LABOUR & HUMAN RIGHTS WORKSTREAM

Human Rights Due Diligence Training

Global Compact Network Kenya hosted a Business and Human Rights Peer Learning Forum themed *"Advancing Human Rights in the Kenyan Horticulture Sector through Peer Learning and Collaborative Action."*

This Social Sustainability Impact Programme built upon the UN Guiding Principles (UNGPs) on Business and Human Rights and referenced Kenya's National Action Plan to address salient human rights issues for businesses in Kenya.

In her remarks, Global Compact Network Kenya (GCNK) Executive Director Judy Njino emphasized the importance of the programme in bridging the gap between regulatory aspirations and actual business practices.

She highlighted the impact the program was registering through collaborative learning approaches coupled with provision of technical tools contextualized for the sector.

During the session, Danish Industry East Africa Regional Project Manager Alex Njeru shared insights on emerging directives and policies on business and human rights for the European Union Market.

On their part, United Nations Global Compact participants Ololo Farming Company and Sybl Kenya shared their experiences and best practices with GCNK Project Coordinator Lorraine Kithinji (CHRP) introducing participants to the Human Rights Due Diligence (HRDD) Evaluation Tool.



Participants during Human Rights Due Diligence session themed "Advancing Human Rights in the Kenyan Horticulture Sector through Peer Learning and Collaborative Action."

LABOUR & HUMAN RIGHTS WORKSTREAM

Policy Dialogue on Legislation and Directives on Business and Human Rights

Global Compact Network Kenya hosted a policy dialogue on *"Legislations and Directives on Business and Human Rights"* and their impact on the Kenyan private sector.

The event brought together stakeholders from government agencies, the agricultural sector and diverse industries impacted by these laws and regulations.

The dialogue provided a collaborative environment to discuss emerging issues in business and human rights, including the legislation and directives and how they will impact businesses in Kenya.

Global Compact Network Kenya Program Manager Stephen Kimenye, emphasized the importance of creating a responsible business environment that respects human rights.

He noted that with increasing international regulations, companies are under pressure to adopt ethical business practices to meet these standards.

Enock Nyachae, Sustainability Project Manager at Danish Industry, underscored the importance of adhering to key legislative frameworks to remain competitive.

James Mwenda, Senior Human Rights Officer at the Kenya National Commission on Human Rights, highlighted that enhanced collaboration and adherence to business and human rights legislation would not only bolster a company's reputation but also drive social progress in Kenya.



Participants during Human Rights Due Diligence Peer Learning Session

Gender Equality, Diversity, Inclusion (GEDI)



Participants from the Agri-Business sector at the Gender Equality, Diversity, Inclusion (GEDI), and HRDD Forum

Global Compact Network Kenya hosted the Agri-Business sector for training on integrating Gender Equality, Diversity, Inclusion (GEDI), and HRDD into business operations.

The workshop had 21 participants from the horticultural sector, including growers, processors, exporters, and associations representing 19 companies, where 67% had not conducted human rights due diligence (HRDD) and 61% lacked gender policies.

Participants gained insights into the UN Guiding Principles on Business and Human Rights, acquired skills for setting and monitoring gender balance targets, and developed strategies for implementing grievance mechanisms and fostering inclusive leadership.

Future steps include conducting gender gap analysis, establishing robust gender and human rights policies, and fostering ongoing peer learning, policy dialogues, networking and collaboration.

Gender Equality Diversity & Inclusion Peer Learning



Enhancing Gender Diversity and Inclusion in Agribusiness Sector

We hosted a Gender Equality, Diversity & Inclusion (GEDI) Peer Learning Forum themed "*Enhancing Gender Diversity and Inclusion in the Agri-Business Sector*," that brought together participants from Kenya's agri-business sector as part of the ongoing Social Sustainability Impact Programme.

The forum reinforced participants' understanding of the Women's Empowerment Principles (WEPs) and underscored the private sector's crucial role in driving inclusive and sustainable business practices.

During the session, experts shared insights on overcoming barriers to gender equality and explored ways to integrate the Women's Empowerment Principles (WEPs) into everyday business operations. Attendees left with a renewed sense of purpose and a toolkit of resources to implement change within their organizations.

Stephen Kimenye, Programs Manager at GCNK, in his opening remarks emphasized the importance of promoting gender equality, diversity, and inclusion, and highlighted the WEPs as a guiding framework for companies to advance gender equality and empower women in the workplace, marketplace, and community.

Lorraine Kithinji, Project Coordinator at GCNK, introduced the WEPs highlighting the benefits of becoming a signatory, and provided guidance on using the WEPs tool to evaluate organizations' GEDI practices.

The forum reinforced participants' understanding of the Women's Empowerment Principles (WEPs) and underscored the private sector's crucial role in driving inclusive and sustainable business practices.

OUR ENVIRONMENT WORKSTREAM

Climate Ambition Accelerator



Participants at the Climate Ambition Accelerator peer learning session hosted by Safaricom



Global Compact Network Kenya, in partnership with Safaricom PLC, hosted a series of peer-learning sessions as part of the Climate Ambition Accelerator (CAA) program.

This initiative aimed to equip participating companies with the knowledge and tools necessary to align their operations with the United Nations Global Compact's Ten Principles, focusing on human rights, labour, environment, and anti-corruption from the local context.

The CAA program, a six-month accelerator, is designed to assist companies in setting science-based emissions reduction targets aligned with the 1.5°C pathway, propelling them towards net-zero emissions by 2050. Through a combination of on-demand learning, capacity-building sessions, and peer-to-peer engagements, participants gain insights into greenhouse gas (GHG) accounting, setting Science-Based Targets (SBTs), and implementing effective climate leadership strategies.

The peer-learning sessions provided a platform for companies to share best practices and challenges in their sustainability journeys. Topics covered included comprehensive GHG inventory development across Scopes 1, 2, and 3, strategies for setting and achieving SBTs, and fostering climate leadership within organizations.

Companies like Safaricom, Haco Industries, Poa Internet, Ololo Farm, CIC Group, and KenGen presented case studies, offering practical insights into their climate action initiatives.

Key outcomes from the sessions included increased awareness of GHG accounting practices, sensitization on setting science-based targets, and the development of practical action plans tailored to each company's context.

ENVIRONMENT & ESG INTEGRATION WORKSTREAM

Sustainable Solid Waste Management Practices in East Africa



Stakeholders led by Global Compact Network Kenya Executive Director Judy Njino at the Sustainable Solid Waste Management Forum organised by Taka Taka ni Mali

Global Compact Kenya led by The Executive Director Judy Njino participated as a keynote speaker at a breakfast meeting on Sustainable Solid Waste Management Practices in East Africa hosted by Taka Taka ni Mali.

The event brought together industry experts and thought leaders to help catalyze meaningful discussions and initiatives that contribute to the advancement of sustainable waste management practices.

In her speech titled "Fostering Regional Collaboration: The role of United Nations Global Compact", Ms. Njino noted through collaborative projects and initiatives, companies can leverage their collective resources and expertise to address common challenges and drive positive impact at the regional level.

According to the UNEP Global Waste Management Outlook 2024 report, municipal solid waste generation is predicted to grow from \$2.3 billion tonnes in 2023 to \$3.8 billion tonnes by 2050. Global annual cost of waste management could rise to \$640.3 billion if no action is taken.

OUR ESG INTEGRATION WORKSTREAM

Environmental, Social and Governance (ESG) Roundtable



Global Compact Network Kenya Program Manager Stephen Kimenye giving his address during the Sustainability and ESG Roundtable

Global Compact Network Kenya, in partnership with Danish Industry, hosted an ESG Roundtable to address critical capacity gaps and help local companies navigate the complex ESG landscape.

Under the theme *"Exploring Challenges and Opportunities for Kenyan Companies"*, the forum aimed to support companies in understanding compliance obligations, particularly in light of international sustainability demands.

Stephen Kimenye Program Manager at Global Compact Network Kenya, highlighted the pressing challenges Kenyan businesses face on the road to ESG compliance pointing out that many local companies lack technical expertise in ESG matters and face difficulties aligning local sustainability priorities with international standards.

The forum featured case study presentations from representatives of Sasini PLC, HACO Industries, and Kapa Oil Refineries who shared insights on how they are navigating the ESG landscape.



SME ENGAGEMENT SUPPLY CHAIN SUSTAINABILITY

DTB Bank ESG Suppliers Conference

Global Compact Network Kenya (GCNK) participated in the second Diamond Trust Bank (DTB) ESG Supplier Sustainability Conference in Nairobi.

The event, brought together CEOs and founders of MSME suppliers, focused on advancing sustainability practices across supply chains, with a special emphasis on creating more sustainable businesses.

GCNK Program Manager, Stephen Kimenye delivered a key presentation on the SPARK Initiative which is a global community with targeted program offerings, developed by the United Nations Global Compact to empower small and medium-sized enterprises (SMEs) in their journey toward sustainability.



GCNK Program Manager Stephen Kimenye during DTB's ESG Suppliers Sustainability Conference

The SPARK Initiative offers SMEs the chance to drive innovation, stay competitive and lead with purpose by accessing global insights, engaging in best practices, and showcasing their commitment to social and environmental responsibility.

LOCALIZING THE SUMMIT OF THE FUTURE

Global Compact Network Kenya participated in a United Nations-led session titled *"Bringing the Pact Home - Civil Society Consultations on Localizing the Summit of the Future."*

The session attended by Evonia Arina, Participant Engagement Assistant Manager at Global Compact aimed at localizing critical outcomes from the UN's Summit of the Future held in New York last month on the sidelines of the United Nations General Assembly.

The session recapped key declarations from the Summit, including the Pact for the Future, the Global Digital Compact, and the Declaration on Future Generations.

Discussions highlighted five main priorities under the Pact for the Future.

- Sustainable development and financing
- Peace and security
- Science, technology, innovation, and digital cooperation
- Youth and future generations
- Transformational global governance

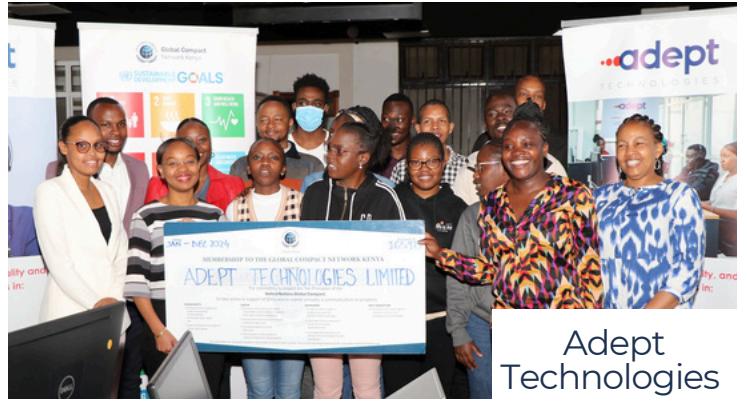


Evonia Arina, Participant Engagement Assistant Manager at Global Compact Network Kenya during the United Nations led session on "Bringing the Pact Home" Localizing the Summit of the Future.

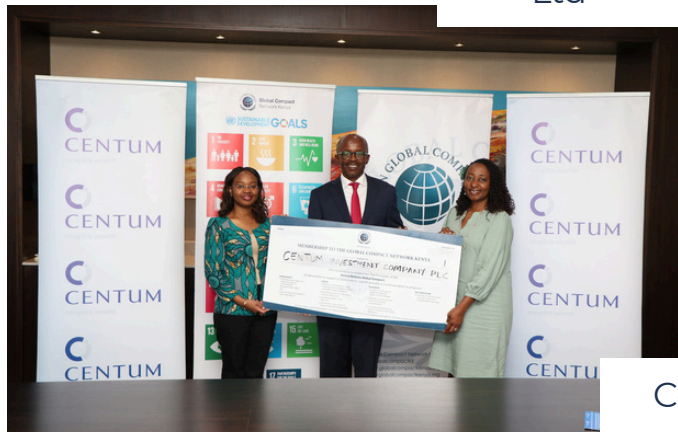
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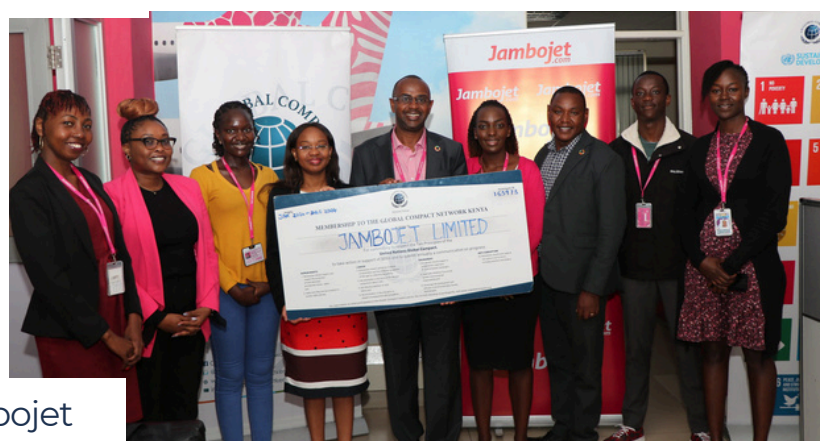
Centum



Bond Advocates



Jambojet



NEW JOINERS INDUCTION

With corporate sustainability becoming a business imperative in Kenya and the region, Global Compact Network Kenya welcomed new participants to the world's largest corporate sustainability initiative through various induction sessions conducted during the year.

These companies joined over 24,000 participants globally committed to aligning their business strategies and operations with the Ten Principles of the UN Global Compact in the areas of human rights, labour, environment, and anti-corruption.

During the inductions, Global Compact Network Kenya introduced the new participants to the core principles of sustainable and responsible business conduct. Companies were also provided with valuable tools and resources designed to assist them in their sustainability journey.

By joining the UN Global Compact, these companies committed to integrating sustainability into their core strategies and operations. This commitment is expected to drive positive change within their organizations and across their value chains, contributing to a more sustainable and inclusive economy in Kenya and beyond.

FEBRUARY



AUGUST



OCTOBER



SUSTAINABILITY REPORT LAUNCHES



CIC Insurance



Kenya Power



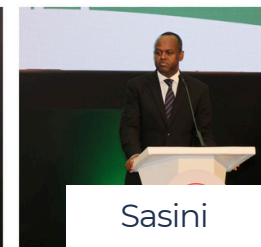
Absa Kenya



Equity Bank



KCB



Sasini



Britam

PARTNERSHIPS

Strengthening Partnerships to Advance Corporate Sustainability



Global Compact Network Kenya and AMREF Health in Kenya team during the courtesy visit. The AMREF Health in Kenya team was led by the Kenya Country Director, Dr Meshack Ndirangu.

In 2024, we were pleased to undertake a series of high-level courtesy calls with key institutions committed to advancing sustainable development in Kenya.

These engagements were part of our ongoing efforts to foster strategic partnerships that drive corporate sustainability and accelerate progress toward the Sustainable Development Goals (SDGs).

We held fruitful discussions with Amref Health Africa, the United Nations Industrial Development Organization (UNIDO), the Ethics and Anti-Corruption Commission (EACC), Kenya Women Microfinance Bank (KWFT), and AAR Hospital.

Discussions with UNIDO, focused on aligning efforts around inclusive and sustainable industrial development, in line with SDG 9. Our meeting with Amref Health Africa, explored ways to mobilize the private sector in improving maternal and neonatal health outcomes.

We also continued to build on our long-standing collaboration with the EACC, deepening our joint commitment to promote ethical business conduct through the Tenth Principle of the UN Global Compact.

Courtesy visits with KWFT and AAR Hospital provided opportunities to explore how financial inclusion and health systems can be better aligned with sustainability goals, and how the UN Global Compact can support their ongoing ESG journeys.



GCNK Executive Director Judy Njino (Right) with UNIDO Country Representative Tally Einav & Lynette Luvai, Deputy Representative UNIDO Kenya.



GCNK Executive Director Judy Njino (Right) with AAR Hospital CEO Dr. Aysha Edwards

COMMUNICATION ON PROGRESS (COP)

COP TRAININGS:



Several participants engaged in the Communication on Progress (CoP) training sessions facilitated by the Global Compact Network Kenya over the course of the year



Participants of the UN Global Compact in Kenya at the various CoP trainings organised by Global Compact Network Kenya

During the year, Global Compact Network Kenya undertook various Communication of Progress (CoP) Reporting training sessions, aimed at equipping participating companies with the necessary knowledge and tools to effectively utilize the United Nations Global Compact reporting system.

Through the CoP, companies were able to transparently communicate their sustainability commitments to their stakeholders, fostering accountability and transparency.

The CoP serves as a crucial element of UN Global Compact participants' commitment to transparency. By submitting CoP reports, companies contribute to the data-driven advancement of responsible business worldwide.

These reports aid in aligning companies with the Ten Principles of the Global Compact and contribute to the achievement of the Sustainable Development Goals. We extend our gratitude to all participants for their dedication to reporting and their commitment to advancing sustainability efforts.

SUSTAINABILITY CAPACITY BUILDING

An Induction at Avenue Healthcare



Avenue Healthcare Sustainability and ESG Champions Sensitization session conducted by Global Compact Network Kenya

Global Compact Network Kenya joined Avenue Healthcare for their ESG Champions Sensitization session, which also served as a welcoming ceremony for Avenue Healthcare into the UN Global Compact initiative.

This initiative aimed to embed sustainability deeply into their operations, ensuring a long-lasting positive impact on the communities they serve.

This move is part of their broader strategy to establish a robust ESG framework and seamlessly integrate it into their core business operations.

Nairobi Hospital Sustainability Training Session



The Nairobi Hospital top leadership team during the training

Global Compact Network Kenya organized a high level corporate sustainability training session targeted at the top leadership of The Nairobi Hospital, comprising representatives from the Board senior management, and departmental heads.

The training focused on the Ten Principles of the United Nations Global Compact, providing valuable insights into a universally accepted framework to advance corporate sustainability encompassing human rights, labour practices, environmental stewardship, and anti-corruption measures.

The team gained valuable insights from the training learning how to manage their Environmental, Social, and Governance (ESG) impacts towards realizing the hospital's objectives and aspirations in contributing to the achievement of the Sustainable Development Goals by 2030.

2024 SDG PIONEERS

Kevin Getobai -Ololo Farm and Lodge



UN Global Compact 2024 SDG Pioneer Kevin Getobai with Ololo Farm & Lodge, George Chapman in New York after receiving his award during the Leaders Summit in New York



kenya's Kevin Getobai of Ololo Farm and Lodge was recognized as a 2024 SDG Pioneer by the United Nations Global Compact.

Getobai was among twelve global SDG Pioneers recognized by the UN Global Compact for doing an exceptional job in advancing the Sustainable Development Goals (SDGs) through the implementation of the Ten Principles of the UN Global Compact on human rights, labour, environment, and anti-corruption.

He was named the winner in the Africa Small and Medium Enterprises (SMEs) category for spearheading innovative sustainable agricultural practices, with a focus on farming techniques that addressed food security and environmental sustainability.

Getobai became the third global winner from Kenya since 2019, underscoring how Kenyan companies—both large and small—were contributing to building the world we want.

The search focused on professionals working at any level in companies participating in the UN Global Compact. The winners selected came from Western Europe and North America, Latin America and the Caribbean, Eastern Europe, the Middle East, Africa, and Asia-Oceania.



Jackline Wanjiru from Ololo Farm & Lodge receiving the 2024 SDG Pioneer award on behalf of Kevin Getobai from Global Compact Network Kenya Board Chair Martin Ochien'g

2024 SDG PIONEERS

Yvonne Kirigo- MP Shah Hospital



2024 Global Compact Network Kenya SDG Pioneer in the Large National and Multinational Category Yvonne Kirigo from MP Shah Hospital receiving her award from Board Member Sheila Masinde



Yvonne Kirigo, Strategy and Innovation Manager at MP Shah Hospital, emerged as the 2024 Global Compact Network Kenya SDG Pioneer in the Large National and Multinational Category.

Yvonne stood out as a dedicated advocate of corporate sustainability at MP Shah Hospital in Kenya, where she made significant strides in aligning the hospital's operations with the Ten Principles of the UN Global Compact and the Sustainable Development Goals (SDGs).

As a committed member of the Go Green Committee at MP Shah, she contributed significantly to the hospital's success through strategic initiatives and partnerships that advanced the SDGs.

She spearheaded MP Shah's e-waste collection initiative, which resulted in the proper disposal of over 500 kilograms of electronic waste. She also raised awareness about responsible e-waste management among staff and the local community.

This initiative not only reduced environmental hazards but also fostered a culture of sustainability within and beyond the hospital.

While advocating for energy efficiency and renewable energy solutions, Yvonne successfully reduced the hospital's energy consumption and increased the use of solar energy.



Yvonne Kirigo from MP Shah posing with her award during the 10th Global Compact Network Kenya Annual General Assembly

MOST ENGAGED COMPANY AWARD

Most Engaged Large Company



Sanlam Kenya Head of Sustainability and Business Process Transformation Margaret Kariku receiving the award for the Most Engaged Large Company from Global Compact Network Kenya Board Member Abdi Mohamed

Most Engaged SME



Senaca East Africa Limited team receiving the award for the Most Engaged Small and Medium Enterprise from Global Compact Network Kenya Board Member Dr. Stephen Jackson

MOST ENGAGED
COMPANY AWARD

Most Engaged
Large
Company

Sanlam Kenya

Most Engaged SME

Senaca East Africa
Limited

Consultative meeting with UN Global Compact Signatories in Uganda



UN Global Compact Participants from Uganda during a consultative meeting held in Uganda

Global Compact Network Kenya held a consultative meeting in Kampala, Uganda with participants of the UN Global Compact focused on strategies to effectively embed sustainable business practices in business operations in line with the Ten Principles.

Led by UN Global Compact Africa Regional Hub Lead, Herve Lado, Executive Director, Judy Njino, with support from Danish Industries, Regional Manager, Klaus Lehn Christensen, the meeting brought together over 40 UN Global Compact participants.

As the only Country Network piloting cross-border support for participants in a country without a Network, Global Compact Kenya's efforts will be critical in demonstrating the feasibility of regional collaboration, providing a blueprint for future initiatives in areas lacking a Country Network.



Strengthening Workplace Dignity and Safety Conference Uganda



UN Global Compact Participants from Uganda during the Strengthening Workplace Dignity and Safety through Effective Anti-Harassment Policies workshop held in Uganda

In our efforts to support UN Global Compact Participants in Uganda, Global Compact Network Kenya (GCNK) team, led by Project Coordinator Lorraine Kithinji and Participant Engagement Assistant Manager Evonia Arina, participated in a gender conference discussing "*Sexual Harassment in the Workplace*" under the theme Strengthening Workplace Dignity and Safety through Effective Anti-Harassment Policies.

The conference focused on Uganda's Employment (Sexual Harassment) Regulations, 2012, and the recent 2023 amendments, exploring how the private sector can effectively implement these policies. It also aimed to align international and domestic gender and diversity policies with Ugandan workplaces, offering practical strategies and best practices for creating harassment-free environments.

Despite Uganda's progress in promoting gender equality, workplace harassment remains a significant challenge. A 2021 national survey revealed that 86% of working women in Uganda reported experiencing violence at work, with verbal abuse being the most frequent form. These statistics underscore the urgent need for robust measures to combat workplace harassment and promote safe, inclusive workplaces.

Lorraine Kithinji for Global Compact Network Kenya highlighted the importance of adopting frameworks like the Women's Empowerment Principles (WEPs) to drive diversity and inclusion in the workplace. She emphasized the need for businesses to commit to the WEPs, which align with the UN Guiding Principles on Business and Human Rights, to respect and protect human rights in Uganda.



2025/2026 PROGRAMME WORKSTREAMS

01

Human Rights

- Business & Human Rights Accelerator
 - Peer Learning Group
-

02

Labour and Decent Work

- Peer Learning Groups
-

03

Environment

- Climate Ambition Accelerator
 - Peer Learning Group
-

04

Anti-corruption & Governance

- Anti-corruption Working Group
 - Anti-corruption collective Action
-

05

Gender Equality & Women's Empowerment

- Target Gender Equality Accelerator
 - Peer Learning Group
 - Women's Empowerment Principle Engagements
-

06

SME Engagement & Supply Chain Sustainability

- Sustainable Supplier Impact Programme-Spark Program
-

GOVERNANCE: BOARD MEMBERS



Martin Ochieng
Board Chairperson
Sasini PLC
Group Managing Director



Kariuki Ngari
Vice-Chair
Standard Chartered Bank
Managing Director and CEO
Kenya & Africa



Judy Njino
Global Compact Network
Kenya
Executive Director



Dr. Stephen Jackson
United Nations
Resident Coordinator - Kenya



Abdi Mohammed
ABSA Bank Kenya PLC
Chief Executive Officer



Jane Karuku
East Africa Breweries Limited
Group Managing Director &
CEO



Sheila Masinde
Transparency International -
Kenya
Executive Director



Peter Ndegwa
Safaricom PLC
Chief Executive Officer



Jonty van Zeller
Alamaya Group
Director



Carole Kariuki
KEPSA
Chief Executive Officer

SECRETARIAT TEAM



Judy Njino
Executive Director



Joseph Munga
Head of Finance and
Operations



Stephen Kimenye
Program Manager



Mary Waweru
Participant Engagement
Manager



Zak Irungu
Communications &
Marketing Manager



Evonia Arina
Participant
Engagement Assistant
Manager



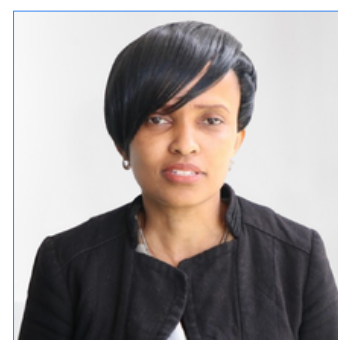
Lorraine Kithinji
Project Coordinator



John Ndirangu
Project Coordinator



Olive Mumbo
Country Project
Manager, Ocean
Centre



Elizabeth Gachiye
Finance and
Administration Officer



Dorothy Githii
Procurement & Office
Operations Officer



Diana Munguti
Receptionist



Beryl Nyamoita
Participant
Engagement Intern

FINANCIAL OVERVIEW

Global Compact Network Kenya (GCNK) Annual Report For the year ended 31 December 2024

Global Compact Network Kenya (GCNK) is a company limited by guarantee that was established in 2005 by the United Nations Development Programme (UNDP) with five local businesses. It was re-launched in 2007 to allow for greater private sector ownership, this time in partnership with a trinity of leading private business organizations in Kenya namely Kenya Association of Manufacturers (KAM), Kenya Private Sector Alliance (KEPSA) and Federation of Kenya Employers (FKE).

Previously, the secretariat was hosted at the Kenya Association of Manufacturers. However, on 6 July 2023, GCNK was legally incorporated and from December 2024, set up own offices at Principal Place, 1st floor School Lane Westlands, Nairobi.

GCNK is independent, self-governed and self-managed working closely with the UN Global Compact in New York.

Global Compact Network Kenya is the country network whose mandate is to promote sustainable and ethical business practices in Kenya and Uganda has a participant base of close to 300 companies.

The Kenya network has gradually evolved to be a platform where businesses come together to:

- Share best and emerging practices to get solutions to common challenges faced
- Access UN Global Compact management tools and resources on relevant business issues
- Explore and form partnerships with a range of stakeholders to scale up initiatives in support of sustainable development
- Access advice, guidance and trainings on corporate social and environmental sustainability and integration
- Work collaboratively to lobby government on key thematic issues affecting business such as corruption, climate change among others.

The Executive Director (ED) heads the management team which oversee operations of the organisation on a day-to-day basis.

The members of the GCNK Board of Directors who served during the year ended 31 December 2024 are as listed below.

Directors

Non-executive Board of Directors

Martin Robert Ochien'g	Director/Member-Chairperson
Angela Pearl Namwakira	Secretary
Peter Waititu Ndegwa	Director
Jane Wambui Karuku	Director
Sheila Musungu Masinde	Director
Abdi Mohamud Mohamed	Director
Ngari Kariuki	Director
Caroline Wangui Kariuki	Director
Jonathan Fredrick Van Zeller	Director

Management

Judith Nyambura Njino	Executive Director, from April 18, 2013
Joseph Munga	Head of Finance and Operations, from October 14, 2024

FINANCIAL OVERVIEW

Global Compact Network Kenya (GCNK)
Annual report and financial statements
For the year ended 31 December 2024

Statement of director's responsibilities

The GCNK directors are required to prepare financial statements which in all material respects, are in accordance with the accounting policies described under Note 1 to the financial statements. The directors are responsible for ensuring that the company keeps proper accounting records that are sufficient to show and explain the transactions of the company; disclose with reasonable accuracy at any time the financial position of the company; and that enables them to prepare financial statements of the company that comply with prescribed accounting policies. They are also responsible for safeguarding the assets of the company and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The directors accept responsibility for the preparation and presentation of these financial statements in accordance with GCNK's accounting policies described under note 1 to the financial statements. They also accept responsibility for:

- a) Designing, implementing and maintaining internal control as they determine necessary to enable the preparation of financial statements that are free from material misstatements, whether due to fraud or error;
- b) Selecting suitable accounting policies and then apply them consistently; and
- c) Making judgements and accounting estimates that are reasonable in the circumstances


Having made an assessment of the GCNK's ability to continue as a going concern, the directors are not aware of any material uncertainties related to events or conditions that may cast doubt upon the GCNK's ability to continue as a going concern.

The directors acknowledge that the independent audit of the financial statements does not relieve them of their responsibility.

Approved by the directors on 28 March 2025 and signed on its behalf by:



Judith Nyambura Njino
Executive Director



Martin Robert
Ochieng Board Chair

FINANCIAL OVERVIEW



Independent auditor's report to the Directors of Global Compact Network Kenya (GCNK) on the audit of the financial statements for the year ended 31 December 2024

Opinion

We have audited the accompanying financial statements of GCNK set out on pages 9 to 25 which comprise the statement of financial position as at 31 December 2024 and the statements of income and expenditure, changes in accumulated fund and cash flows for the year then ended and the notes to the financial statements, comprising material accounting policies and other explanatory information in our opinion, the financial statements of GCNK are prepared, in all material respects, in accordance with the basis of accounting described in Note 1 to the financial statements

Basis for opinion

We conducted our audit in accordance with international Standards on Auditing (ISAs), Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report,

We are independent of the company in accordance with the International Code of Ethics for Professional Accountants (including international independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA Code) together with the ethical requirements that are relevant to our audit of the financial statements in Kenya. We have fulfilled our other ethical responsibilities in accordance with the IESBA Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of matter — Basis of accounting and restriction on use and distribution.

We draw attention to Note 1 to the financial statements, which describes the basis of accounting. The financial statements are prepared in accordance with the entity's own accounting policies to satisfy the financial information needs of the entity's members or users of the financial statements. As a result, the financial statements may not be suitable for another purpose. Our report is intended solely for GCNK and should not be distributed to or used by parties other than GCNK. Our opinion is not modified in respect of this matter

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The directors are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in this report, we do not express any form of assurance conclusion thereon.

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Partners: E Kerich B Kimacia M Mugasa A Murage F Muriu P Ngahu R Njoroge S O Norbert's B Okundi K Saiti

FINANCIAL OVERVIEW



Independent auditor's report to the Directors of Global Compact Network Kenya (GCNK) on the audit of the financial statements for the year ended 31 December 2024 (continued)

Other information (Continued)

In connection with our audit of the financial statements, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed on the other information, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the directors for the financial statements

The directors are responsible for the preparation of the financial statements in accordance with the basis of accounting described in Note 1 to the financial statement and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the Company's ability to continue as a going concern, disclosing, where applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

The directors are responsible for overseeing the Company's financial reporting process.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgement and maintain professional scepticism throughout the audit. We also

Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

FINANCIAL OVERVIEW



Independent auditor's report to the Directors of Global Compact Network Kenya (GCNK) on the audit of the financial statements for the year ended 31 December 2024 (continued)

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the director's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, # such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

A handwritten signature in black ink, appearing to read 'F. Nzau'.

Francis Nzau, Practising Number P/2892
Engagement Associate Director responsible for the audit

For and on behalf of PricewaterhouseCoopers LLP
Certified Public Accountants
Nairobi

28 March 2025

FINANCIAL OVERVIEW

Global Compact Network Kenya (GCNK)
Annual report and financial statements
For the year ended 31 December 2024

Financial Statements Statement of income and expenditure

	2024			2023		
	General Fund	Restricted Fund	Total	General Fund	Restricted Fund	Total
	KES	KES	KES	KES	KES	KES
Grant Income	-	45,347,339	45,347,339		15,642,306	15,642,306
Member Subscriptions	32,221,732		32,221,732	26,269,638		26,269,638
Other Income	2,263,534		2,263,534	1,230,569		1,230,569
Total Income	34,485,266	45,347,339	79,832,605	27,500,207	15,642,306	43,142,513
Expenditure						
Direct Program costs	-	22,848,154	22,848,154	-	6,622,188	6,622,188
Personnel costs	12,687,961	22,499,185	35,187,146	15,734,199	9,020,118	24,754,317
Operational expenses	12,117,774	-	12,117,774	2,410,603	-	2,410,603
Total Expenditure	24,805,735	45,347,339	70,153,074	18,144,802	15,642,306	33,787,108
Surplus before tax	9,679,531	-	9,679,531	9,355,405	-	9,355,405
Income tax expense	(3,087,435)	-	(3,087,435)	(2,806,622)	-	(2,806,622)
Surplus for the year	6,592,096	-	6,592,096	6,548,783	-	6,548,783

The Notes on pages 13 to 25 are an integral part of these financial statements

FINANCIAL OVERVIEW

Global Compact Network Kenya (GCNK)
Annual report and financial statements
For the year ended 31 December 2024

Statement of financial position

	2024	2023
	KES	KES
Assets		
Non-Current assets		
Property, plant and equipment	13,341,617	652,884
Deferred income tax	399,393	68,124
Total Non-Current assets	13,741,010	721,008
Current Assets		
Cash and cash equivalents	65,375,990	70,608,231
Trade and other receivables	5,069,718	-
Tax recoverable	3,334,259	-
Total Current Assets	73,779,967	70,608,231
Total Assets	87,520,977	71,329,239
Equity and Liabilities		
Accumulated fund	63,857,336	57,265,241
Current Liabilities		
Trade and other payables	2,035,611	-
Deferred grant income	21,317,967	11,189,252
Current income tax	310,063	2,874,746
Total equity and liabilities	87,520,977	71,329,239

The notes on pages 13 to 25 are an integral part of these financial statements.

The financial statements and accompanying accounting policies and notes on pages 9 to 25 were approved for issue by the board on 28 March 2025 and signed on their behalf by:



Judith Nyambura Njino
Executive Director



Martin Robert Ochien'g
Board Chairperson



Global Compact Network Kenya

Visit: www.globalcompactkenya.org
or write to us at
info@globalcompactkenya.org

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