



**SUSTAINABLE
DEVELOPMENT** **GOALS**

MANRIK GROUP'S ADOPTION OF SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals (SDGs), were adopted by all United Nations member states in 2015 as a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity by 2030.

The Manrik Group in conjunction with its business interests, external partners and Amrit Foundation Trust, supports this global initiative and is committed to the recommended goals at the organizational level. These initiatives are embedded in Amrit Foundations three target pillars namely: healthcare, environmental conservation and education. To this end, the Group has adopted six goals out of the seventeen SDGs which are not only in line with the Group's corporate social responsibility objectives but are also integrated in its day to day operations.

AMRIT FOUNDATION TRUST

VISION: Realise healthy, well-educated and productive communities enabling them to have skills and resources to build better and brighter futures.

MISSION: Alleviate suffering from poverty by providing better education, health facilities and social initiatives, particularly focusing on under privileged children in the rural communities of Kenya.

VALUES: Empathy, Responsiveness and Resilience.



17 GOALS TO TRANSFORM OUR WORLD





GOAL 1: NO POVERTY

The Manrik Group has generated employment for a broader society including women and youth. This does not only provide direct income to the employees and their families but goes towards improving livelihoods, thereby contributing towards alleviating poverty at a local and national level.

The Group organizes internal and external employee training and awareness programmes aimed at financial wellness and economic empowerment. This helps employees with financial planning, investments and seeking other income sources. Together with the local authorities, the Group continues to seek opportunities to empower communities around its businesses to alleviate poverty.



GOAL 2: ZERO HUNGER

Food is a basic need for all human beings and thus the group has been involved in Corporate Social Responsibilities (CSR) programs such as famine relief efforts that specifically target the communities around the group entities and other counties.

During periods of famine, displacement due to floods or the covid-19 pandemic, Amrit Foundation Trust has played a part by continuously supporting and participating in various food donation drives over the years to under privileged communities.

The group will continue to diversify in the food production at Aquila Farm and participate in sustainable feeding programs to a wider community.



GOAL 3: GOOD HEALTH AND WELL-BEING

The health and well-being of our employees and communities is critical to the Manrik Group and has been promoted both internally and externally.

Internally, the management has organized for employee medical insurance covers, which are supported by in-house medical clinics in some of the units.

Externally, medical camps are run in Ndabibi in Naivasha with the joint support of Aquila and other partners. In Amboseli with the county representatives conducts periodic health talks and medical check-ups. Medical camps are also conducted in conjunction with other partners and volunteers from various countries. Amrit Foundation Trust has also made contributions towards children requiring heart operations both locally and overseas.

In addition, the management has supported sports initiatives like soccer and volleyball teams in some units to keep staff motivated and healthy. Amrit Foundation Trust constructed and established the Guru Nanak Sikh Hospital Makindu, a project initiated and completed by our founding Chairman, the Late Harbans Singh Amrit. The hospital aims to provide affordable healthcare options to the community.



GOAL 4: QUALITY EDUCATION

The Manrik Group has been involved in building schools and supporting learning by providing text books and educational material for the community schools around its units and the outreach centres with our partners. The group also sponsors needy students by paying school fees and providing attachment and internship opportunities in its various units.

Amrit Foundation supports the girl child by donating sanitary pads throughout the year to ensure that they do not miss school. The foundation is also looking into investing in vocational and technical training programmes.

Aquila farm supports access to childcare for employees with children by providing an onsite daycare facility, including childcare, financial assistance for childcare and flexible work options.



GOAL 6: CLEAN WATER AND SANITIZATION

As a real estate developer, the Group has invested in the provision of clean and safe drinking water for its employees and approximately 5,000 families in the communities around them. This is seen in Naivasha at the Mercy Care Outreach Centre for children orphaned by HIV or living with HIV, a project that is funded and supported by the Amrit Foundation Trust as well as in Amboseli where Ol Tukai Lodge provides clean drinking water to the community around them.

In addition, the management has incorporated proper sanitation in all its premises. The Manrik Group leverages the business' position by ensuring water access for workers across its units.



GOAL 8: DECENT WORK AND ECONOMIC GROWTH

As part of its policy, the Manrik Group endeavours to conduct all its operations in compliance with all government statutory regulations. Periodic training on their rights and obligations of each and every employee as well as other relevant trainings are conducted as part of the annual employee training and development HR training calendar. The provision of a safe working environment, PPEs, drinking water amongst others, are all adhered to.

The Manrik Group frames its policies to ensure there is a fair selection of suppliers in order to improve economic inclusion throughout the supply chain. It makes financial advice available to employees at the workplace.

The company has also implemented the new government directives for the safety of all its employees in line with the Ministry of Health's directive relating to the covid-19 pandemic.

MAIN PILLARS

Our business and indeed our CSR initiatives are pegged on four main pillars which also form our selection of the 6 SDGs. The four pillars are: EDUCATION, HEALTHCARE, POVERTY ALLEVIATION & ENVIRONMENTAL CONSERVATION.

DEPARTMENT COMMITMENT

MANAGING DIRECTOR

Custodian of the SDGs. Enforce strong governance and give leadership to ensure this is implemented.

OPERATIONS DEPARTMENT

Commit to act as a coordinator to facilitate the group to achieve the SDGs. Partner with all departments and units by supporting the realisation of ideas through integration of SDGs in our day to day operations. Raising awareness of SDGs and inspiring action. Foster partnerships with third parties, suppliers, public and private sectors to influence and drive the SDGs.

PROPERTY DIVISION

Creating a friendly environment in all property operations and ensuring safety first for all our staff and partners, as well as ensuring that staff are treated equally.

HORTICULTURE DIVISION

Promote occupational health and safety measures for all employees in the work environment. Providing food, basic medical services and promoting the well-being of employees and the community around.

HOSPITALITY DIVISION

Seek opportunities to promote SDGs both internally with our employees and externally with our clients and other stakeholders. Ensure the SDGs are positioned appropriately at the core of our company strategy.

HUMAN RESOURCES DEPARTMENT

Recruit diverse employees and create an environment where all employees are empowered to thrive. Empowering and motivating employees, promoting decent work and good labour standards, harnessing the shared value opportunities in particular health, education and clean energy. Communicating and promoting the Group's SDGs vision.

FINANCE DEPARTMENT

Ensure that we are a tax abiding group by encouraging ethical business practices, ensuring transparency and visibility of our procurement practices and fighting corruption in all its forms. Support the company to make informed decisions about responsible consumption and production. The finance department is also important in seeking investment opportunities that will support the SDGs objectives adopted by the Group.

INTERNAL AUDIT DEPARTMENT

Continuously monitor the SDGs objectives in various departments. Provide the board and senior management with assurance that SDGs objectives are being actioned. SDGs to be included in the bi-annual audit scope/plan and identify potential threats to the attainment of the SDGs through control risk assessments and recommend improvement plans to the departments to better realise SDGs objectives.

LEGAL DEPARTMENT

Work hand in hand with other departments so as to ensure that the Manrik Group meets all legal and regulatory requirements. Ensure that the rule of law is at all times upheld within the group and in relation with third parties so as to mitigate any legal risks that could arise.







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