



2015

SUSTAINABILITY REPORT



Bringing Energy to Life



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THE 17 SDGs



THE GLOBAL GOALS
For Sustainable Development

ACHIEVING THE SDGs- SAHARA FOUNDATION



OUR EFFORTS TOWARDS ACHIEVING THE SDGs

Developing Local Content: we hire competent locals and award contracts to qualified indigenous contractors wherever we operate.

Promoting Social Inclusion & Gender Equality: we provide equal opportunities for male and female workers. In 2015, Sahara Group had a female staff strength of 152 which accounts for over 33% of the total staff population. Recruitment of individuals living with disabilities Human Resource policies that provide for maternity & paternity leaves

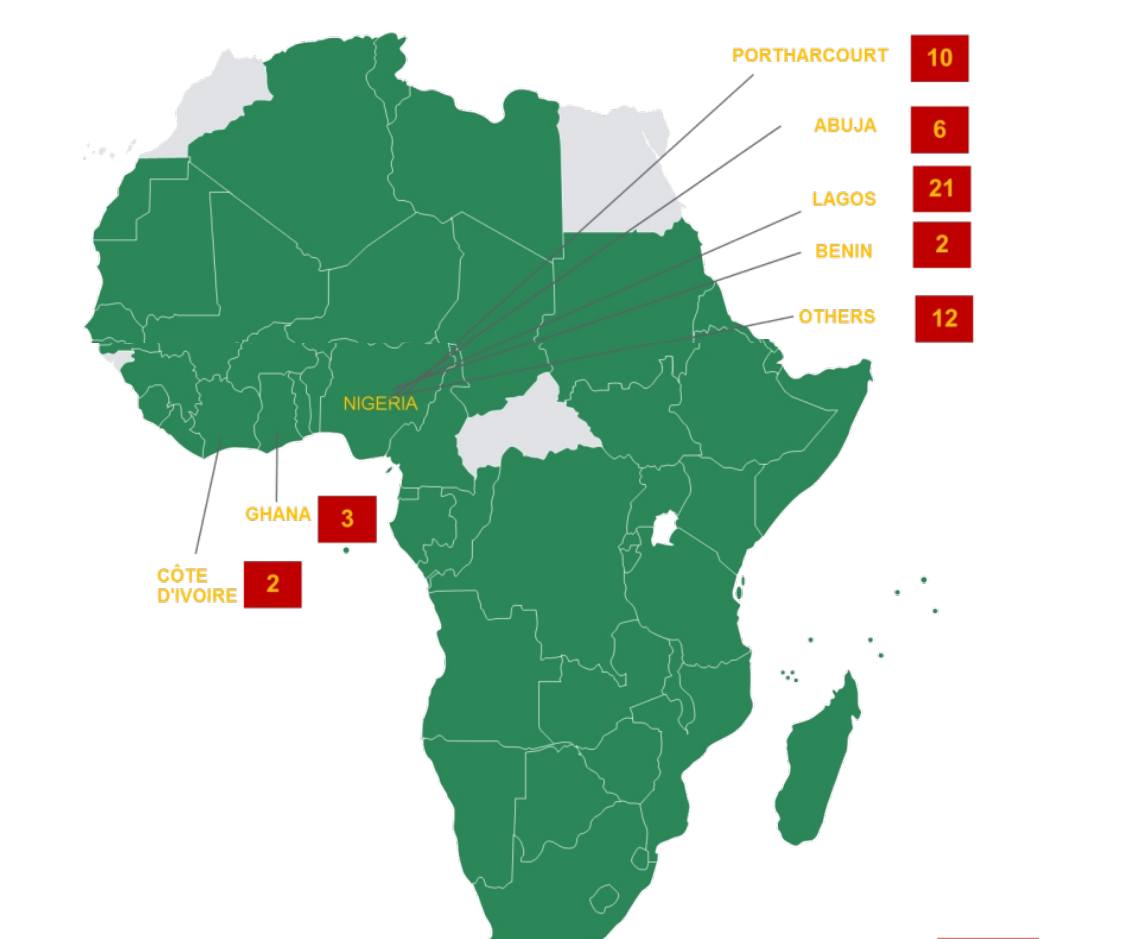
Environmental protection: we carry out operations and activities in an environmentally friendly manner.

Encouraging Partnerships: we provide platforms that encourage partnerships that leverage on the strengths of various multi-sectoral players to achieve a common goal.

Promoting Personal Responsibility: through our Personal Responsibility policy, members of staff are encouraged to initiate and participate in various 'give back to the society' activities.

Walking the talk: by designing and implementing impactful programmes, we encourage other private sector players and governments to join the effort towards achieving the SDG's.

Education & Capacity Development Projects



Age Bracket Groupwide


Age	Number of Staff
26-30	176
31-35	170
36-40	115
41-45	36
46-50	45
51-55	21
56-60	3
61-65	3
Above 65	1
Below 26	42

OUR JOURNEY TOWARDS SUSTAINABILITY

Sahara Group, commenced business operations in 1996. The Group's focus was based on the traditional business values of profit maximization and shareholder value creation. This focus however has evolved over the years and gradually transformed from profit maximization and shareholders value creation to one that is sustainable, with wealth and value creation for all its stakeholders.

Over the last five years, we have systematically ensured that as an organization we build effective and efficient structures. As part of our pursuit of good governance and compliance, we commenced our process of becoming a member of the World Economic Forum Partnering Against Corruption Initiative **PACI** Pursuant to our vision of being “**the provider of choice wherever energy is consumed**”, we have continued to work at building a strong and sustainable brand that will harness the viable resources of the economy in order to provide development and sustainability for all our stakeholders across the globe.

This cannot be achieved without a structure that is premised in the delivery of set responsibilities with respect to our business principles – **Our people, conduct, society and environment**



STRATEGIC PRIORITIES (CORE VALUES, PURPOSE, OBJECTIVES, MISSION & VISION)

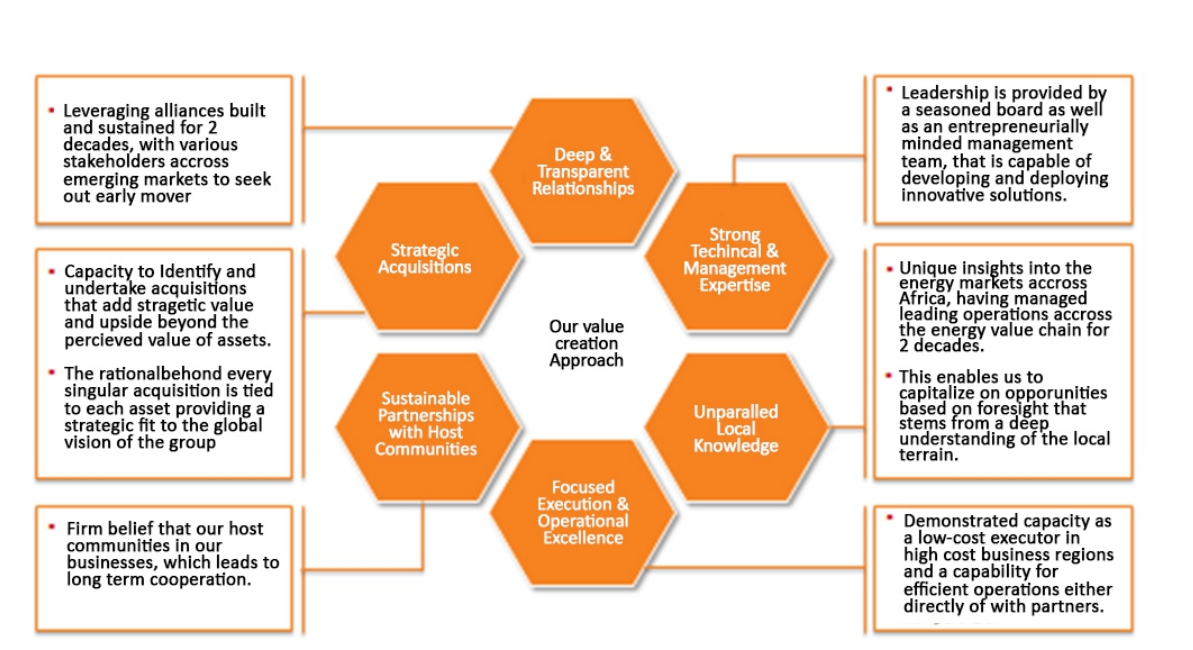
ALIGNMENT OF THE STRATEGIC PRIORITIES WITH THE SDGs

GOAL	SPECIFIC PROJECTS
1 NO POVERTY End poverty in all its forms everywhere	Economic Empowerment Projects in Onne, Lagos, Calabar and Ogun state
2 ZERO HUNGER End hunger, achieve food security and improved nutrition and promote sustainable agriculture	School Feeding Programme for 4000 school children in 53 schools in Osun State.
3 GOOD HEALTH AND WELL-BEING Ensure healthy lives and promote well-being for all at all ages	Upgrade of Primary Health Centers across Nigeria, Eye care, Malaria and health awareness programmes.
4 QUALITY EDUCATION Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	Economic Empowerment Projects in Onne, Lagos, Calabar and Ogun state
5 GENDER EQUALITY Achieve gender equality and empower all women and girls	Vocational Skill training for women in local communities Management/ Leadership positions occupied by women 33% of total staff strength are females
6 CLEAN WATER AND SANITATION Ensure availability and sustainable management of water and sanitation for all	Provision of mechanized water systems and hand pump boreholes to create access to potable water in rural communities Joint effort in guinea worm eradication across West Africa
7 AFFORDABLE AND CLEAN ENERGY Ensure access to affordable, reliable, sustainable and modern energy for all	Encouraging the development of alternative sources of energy through the Enactus programmes.
8 DECENT WORK AND ECONOMIC GROWTH Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	Provision of employment for farmers, caterers and traders within beneficiary communities through the school feeding programme
17 PARTNERSHIPS FOR THE GOALS Strengthen the means of implementation and revitalize the global partnership for sustainable development	Sahara's partnership with the UN through the Food Africa project

RESULTS OF OUR STRATEGIC GOALS FOR 2020 STAKEHOLDER ENGAGEMENT MODEL

Personal and Corporate Social Responsibility	Quality Health Safety Security and Environment (QHSSE)	Corporate Communication	Fair treatment and equal opportunities
<ul style="list-style-type: none">Personal and Corporate Social Responsibility	<ul style="list-style-type: none">Quality Health Safety Security and Environment (QHSSE)	<ul style="list-style-type: none">Corporate CommunicationConflict of interestGifts and hospitalityDealing with GovernmentAnti-Corruption and Anti-BriberyProtection and use of Company Assets, Resources and InformationWhistle Blowing	<ul style="list-style-type: none">Fair treatment and equal opportunitiesPersonal Learning and DevelopmentHealth and SafetyPersonal securityConfidentiality of employee information

VALUE CREATION APPROACH



OUR GOVERNANCE PROCEDURES...

EQUAL OPPORTUNITY

It is the policy of the Group that all persons are treated fairly and provided with equal opportunities. The Group recognizes that by providing a free and fair environment as well as learning and development environment and related support mechanisms which encourages all staff to achieve their personal best regardless of their background and personal/physical circumstances, it will foster an environment that is free of discrimination and harassment thereby advancing the Group to a sustainable stance.

In order to ensure that the foregoing is achieved, the Group has taken key steps to managing its people. These steps have been taken, towards maintaining a Learning & Development culture.

As such, Sahara Group ensures learning and development covered, is beneficial to both the individual and the organization. Learning and development includes and focuses on:

- Work as a process of continual improvement;
- key performance skills;
- Investment for the future; and
- Personal career development
- A few of such initiatives are highlighted below;

Company Learning and Training Sessions

As part of the initiatives to improve on our technical requirements as an organization, and to achieve our vision of a learning organization, the Group has ensured that there is an atmosphere of continuous learning and training through various learning sessions.

These learning sessions include but are not limited to the training of members of the Corporate Governance implementation and embedding committee who will subsequently ensure the continued training of other employees within their areas of operations to drive in the governance culture.

Also the Group's Human Resource Department ensures that various other operational departments of the Group carry out learning sessions for employees from all the companies within the Group.


These sessions cuts across various areas of operations – Operations, Marketing, Finance & Accounting, and Communication etc.

The training offered is categorized under Technical and Generic;

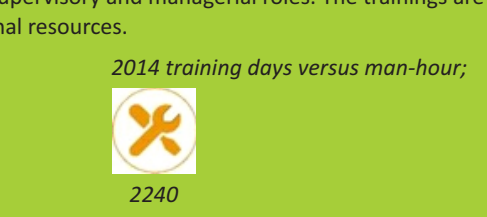
Technical trainings are usually tailored to bridge technical skill gaps identified by employee line managers as it affects an employee on the particular job role towards ensuring improved performance on the specific role towards career enhancement.

The Generic training on the other hand is training that have been designed to help in the improvement of employees soft and managerial skills towards preparing them for more supervisory and managerial roles. The trainings are administered either through the use of internal and/or external resources.

Total Training Hours



2014 training days versus man-hour;



As illustrated above, the company undertook trainings in the calendar year of 2014 that amounted to ten thousand nine hundred and sixty- eight (10,968) hours of one thousand three hundred and seventy- one (1,371) training days. Our International technical trainings per person are usually a maximum of 5days while the Local technical training is about three (3) days. The generic trainings as earlier stated is carried out in- house(locally) over a period of 2-3days.

The following learning options are employed by the Learning & Development (L&D) Unit:

- Secondments (placements to other companies or sister companies)
- Job shadowing
- On-the-job learning (learning from others within the Group)
- Internal workshops (learning from groups or teams)- Learning Sessions
- Self-paced learning open learning books, videos, e-learning materials
- Formal classroom trainings held locally and internationally (Generic and Technical)

GENDER EQUALITY AND OPPORTUNITY

33% 67%

The Company prides itself in fair and equal opportunity for all regardless of class, age, gender, race etc as explicitly stated in our Equal Opportunity and Fair Treatment Policy . Thus, the employment of our workforce, contractual or binding is based on knowledge, articulation level and positive attitude toward achieving optimum performance as it relates to the Company visions, missions, goals and objectives.

67% 33%

The concept of gender equality and opportunity is presented at every stage of our recruitment process, taking into cognizance the importance of hiring persons with the substantial wealth of knowledge and experience needed for the proposed position. Our gender statistics is pegged against industry standard 60 : 40 which is what we strive for as an organization that seeks for the advancement of gender quality and opportunity.

Below is a statistical representation of our staff strength, accounting for all staff in all our operating location- local and international;

MALE VS FEMALE STAFF

Male vs Female Staff Per Grade -

Grade	Male	Female
Young Professional	1	1
Young Professional Trainee	1	1
Supervisor	1	1
Senior Manager	1	1
Senior Discipline Officer	1	1
Group Finance Director	1	1
Manager Discipline	1	1
Manager Discipline	1	1
Deputy Managing Director	1	1
Chief Finance Officer	1	1
Chief Executive Officer	1	1
Bovvser Operator	1	1
Assistant Manager	1	1
General Manager	1	1
Supervisor	1	1
Manager	1	1