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**DISCLAIMER:** The inclusion of company names and/or examples is intended strictly for learning purposes and does not constitute an endorsement of the individual companies by the UN Global Compact.



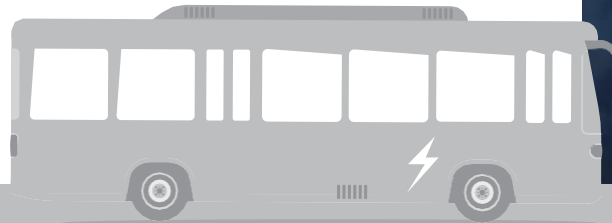
# Introduction

Africa stands at a pivotal moment in history—a youthful, resource-rich continent with expanding economies, vibrant private sectors, and increasing global recognition. As the world grapples with urgent challenges like climate change and economic inequality, Africa is uniquely positioned to lead with sustainable solutions. From construction and telecommunications to agriculture and the creative arts, Africa's industries are set to drive significant economic growth in the coming years. But alongside this potential lies the need to address key challenges such as infrastructure gaps, financial access, and market fragmentation.

This eBook showcases eight inspiring case studies from across the continent, highlighting how African companies—supported by the United Nations Global Compact—are embedding sustainability into their strategies to tackle these challenges head-on. These companies are not just embracing change; they are pioneering new approaches to sustainability, driving both economic progress and positive social impact.

More than just a collection of stories, this eBook aims to inspire action. Each chapter provides actionable tips that businesses can implement to create meaningful change in their own organizations. Through bold thinking and collaboration, these African-led initiatives serve as powerful examples of how sustainability can be at the heart of economic growth.

Whether you're seeking to launch similar projects or looking for inspiration to elevate your sustainability efforts, these case studies offer a roadmap to building a resilient, sustainable future. Now is the time to harness Africa's potential and turn bold ideas into lasting impact.





**United Nations**  
Global Compact

## ADVANCING WOMEN'S ECONOMIC EMPOWERMENT IN KENYA

Guided by the Ten Principles, Kenya's Sasini PLC sets ambitious sustainability goals



### COMPANY PROFILE

**Company:** Sasini PLC

**Country:** Kenya

**Sector:** Food Producer

**UN Global Compact Participant:** Since 2015

At Sasini PLC, a Kenyan company that grows, produces, markets and exports tea, coffee, avocado and macadamia nuts, the Ten Principles of the United Nations Global Compact guide its commitment to sustainability.

A UN Global Compact participant company since 2015, Sasini has based its sustainability efforts on the Ten Principles, which cover human rights, good labour practices, protection of the environment and anti-corruption practices.

“

**Without sustainability, you just can't work.  
You can't have a business to run.**

**Martin Ochien'g**

*Sasini Group Managing Director*

*Chair of the Global Compact Network Kenya Board*

## Corporate Ambition

Until recently, only one woman served in top leadership at Sasini, heading up human resources, and no women could be found in the company's senior tiers of management. Ochien'g wanted to address this historic imbalance.

## Accelerating Action

In 2020, Sasini joined the Target Gender Equality Accelerator, a nine-month programme for companies looking to deepen their commitment to women's representation, equal pay and leadership in business.

Through the accelerator programme, Sasini became equipped with the knowledge, skills and tools they needed to achieve the ambitious gender equality targets they set for themselves.



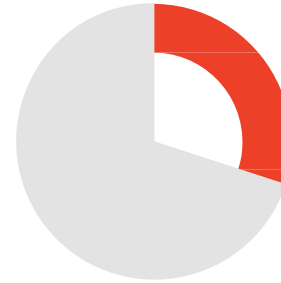


## Results

After participating in Target Gender Equality, Sasini set a target of 40 percent women in upper management. At the time, Sasini was at 10 percent; by the end of 2022, it was recording 30 percent female representation in high-level management.

The second highest-ranking manager in its tea business is a woman, and women are becoming supervisors and mid-level managers, as well. Further challenges ahead include moving more women into its factories, back office and support staff.

“We are being very deliberate about it, so it’s by design,” said Martin Ochien’g, Sasini’s Group Managing Director and Chair of the Global Compact Network Kenya Board. “We are setting goals to say, ‘by this year we want to do this, by this time we want to do that.’ That is really working for us.”



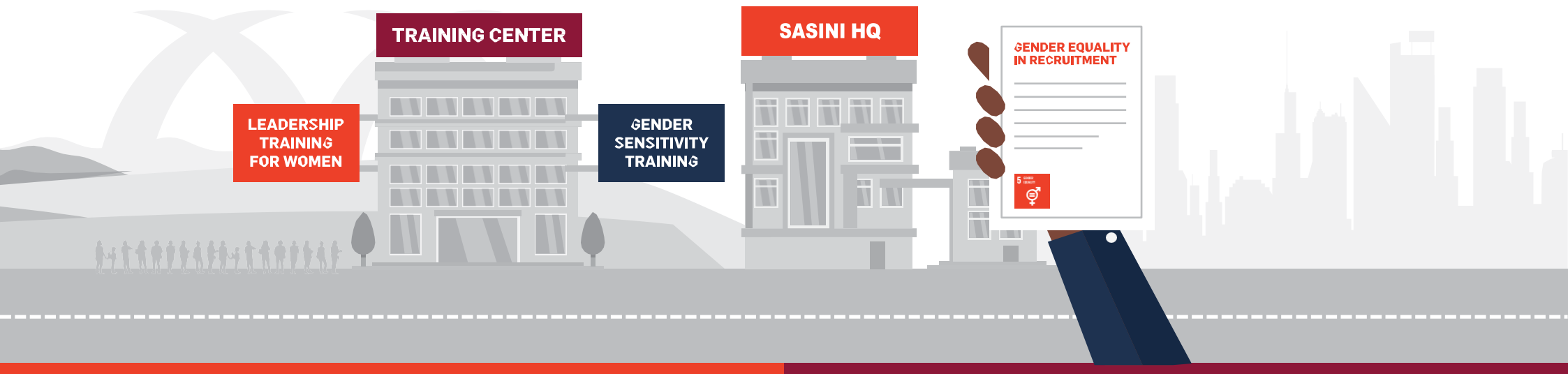
**30%**

Sasini increased female representation in high-level management to 30% (from 10%) in 2 years.



**60%**

of machine operators are now women, and the company routinely recruits women to fill those positions.



## The Road Ahead

The company continues to take actions to achieve its gender equality targets by providing equal opportunities at recruitment and career development phases, including:

- Providing equal opportunities at recruitment and career development phases – and prioritizing women as machine operators for tea harvesting.
- Attracting women university graduates who go through its training courses to become candidates for management positions.
- Supporting early childhood development and providing daycare centers for working lactating or nursing mothers.
- Committing to the Forward Faster targets on gender balance at all levels of management and equal for work of equal value.



### Big Picture

When women are empowered and included, economies grow, communities thrive and businesses flourish.

But at our current rate, it will take over **169 years** to achieve gender equality in terms of women's economic empowerment and participation.

SASINI HQ

DAYCARE CENTER



## 3 Tips for Advancing Gender Equality in your Company

*(Note: these actions are not comprehensive and only function as suggested actions or ideas.)*

- 1. SECURE TOP LEVEL SUPPORT:** Sign the [WOMEN'S EMPOWERMENT PRINCIPLES](#) and commit to implementing the seven principles across the workplace, marketplace, and community.
- 2. UNDERTAKE A PERFORMANCE ANALYSIS:** Take the [WEPS GENDER GAP ANALYSIS TOOL](#) to identify gaps and areas of improvement within your organization.
- 3. JOIN THE TARGET GENDER EQUALITY ACCELERATOR** as a UN Global Compact participant, where you will gain support in setting and meeting ambitious targets for gender equality, engaging in performance analysis, capacity-building workshops, and peer-to-peer learning.





United Nations  
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## CONSERVING WATER IN MOROCCO

Leveraging the Ten Principles, Menara Holding is championing the sustainable management of water in Morocco's supply chains



### COMPANY PROFILE

**Company:** MENARA HOLDING

**Country:** Morocco

**Sector:** Construction & Materials

**UN Global Compact Participant:** Since 2019

Menara Holding recognizes the critical need to preserve water resources in Morocco and protect the environment. The company is taking the lead in setting an example for sustainable management of water and the preservation of water resources in its supply chain.

With a vision to become a positive actor for change in the country, the company is leveraging on its partnership with the UN Global Compact to translate this vision into a fit-for-purpose strategy.

“

**By joining the UN Global Compact in May 2019, we have translated our effective CSR commitment with concrete actions relating to the main social, societal and environmental aspects.**

**Mohamed Zahid**

*Chief Executive Officer, Menara Holding*



## Big Picture

It's estimated there will be a 40 per cent gap between available water and demand for water by 2030.

Water stewardship is essential for Menara Holding's sustainability as a business as it protects it from the long-term climate hazards caused by water scarcity.

## Accelerating Action

Given this mindset at the top, it was no surprise when Menara Holding joined the SDG Ambition Accelerator, a six-month programme for companies that want to set ambitious corporate targets and accelerate the integration of the 17 Sustainable Development Goals (SDGs) into their core business management.

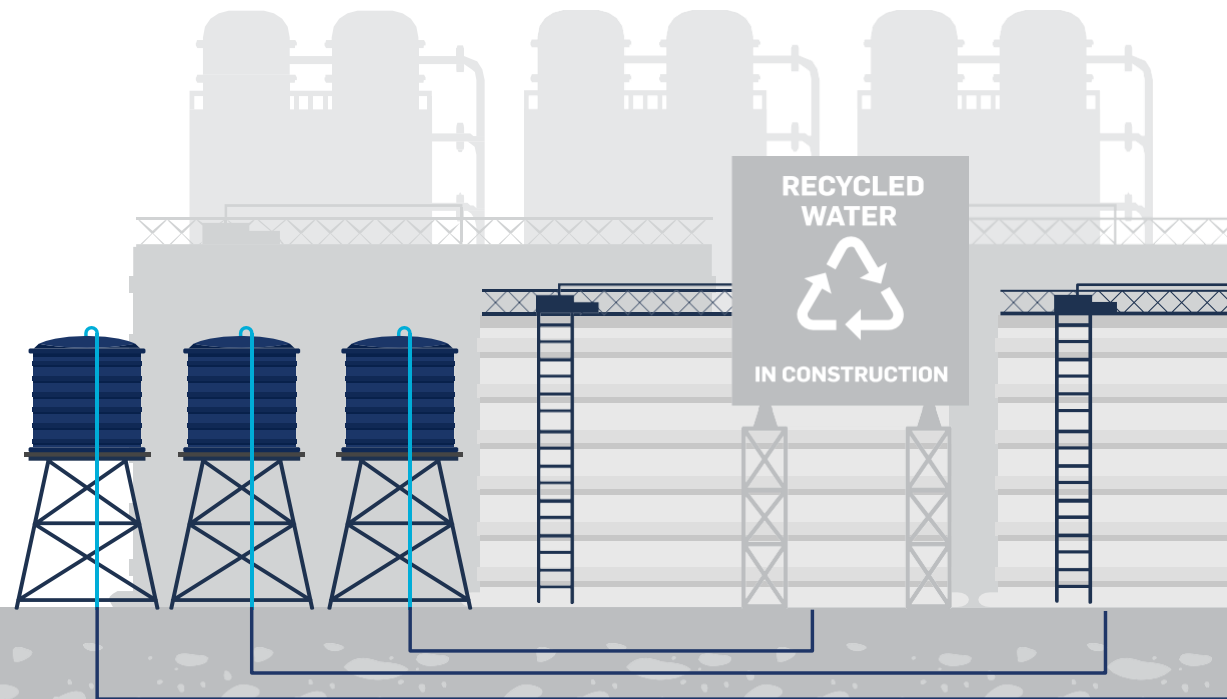
After participating in the Accelerator, the company was able to define their targets based on international benchmarks and strengthen their business case related to their impact on SDG 6 and SDG 12. Now, they're aligning their targets with the level of ambition required to solve the critical issue of water scarcity in the country — and seeing great results.

## Corporate Ambition

The higher hierarchy of this family-owned company are strong advocates for sustainability, especially Sustainable Development Goal 6 – Clean Water and Sanitation; and SDG 12 – Responsible Consumption and Production.

The company believes that investing in the best water management practices, working closely with partners, is the only way they can secure their sustainability while contributing to the social and economic development of the country and the achievement of the SDGs.

Their vision is also aligned with the strategies of the Ministry of Water and Equipment in Morocco and aimed at a greater impact nationally.





## Results

Menara Holding now recycles 1.3 million m<sup>3</sup> of wastewater annually. This translates to a few days of water consumption for a city the size of Marrakesh. Thanks to significant investments in new technologies and imbibing new practices, the company saves 4000 litres of water every day. With measurable performance indicators for their water stewardship, Menara Holding has raised the bar for the leadership on SDG 6 and SDG 12.

Using a multi-stakeholder approach, the company is also engaging with partners in the journey for water stewardship. Integrating partners in the process has seen the company increase its level of water management and environmental performance:

- Developed new targets related to SDG 6 (Clean Water and Sanitation) and SDG 12 (Responsible Consumption and Production) in accordance with international standards
- Strengthened the business case for water stewardship to stakeholders
- Integrated water conservation technologies for its parent company and subsidiaries

## Corporate BehaviourChange

**1.3 million m<sup>3</sup>**

**The amount of wastewater Menara Holding now recycles annually.**

→ This translates to a few days of water consumption for a city the size of Marrakesh.

**4000 litres**

**The amount of water the company saves per day in production.**

→ Recycled water is reintroduced into production or for other economic purposes, such as agriculture.

**WATER STEWARDSHIP**

**TREATMENT CENTER**

## The Road Ahead

Today each of the seven sites managed by its subsidiary, Career and Transport Menara, is equipped with a wastewater treatment plant, allowing for the recovery and recycling of 80% of wastewater annually which can serve other purposes in the economy, such as agriculture. The company also controls water usage by setting water consumption rationalisation objectives.

“Through all our subsidiaries, we have ensured compliance with our commitment to the Ten Principles by placing them at the heart of our priorities, and the social and environmental requirements that we share with all stakeholders. In this sense, we continue our mission to promote the values of responsibility and exemplarity with a single goal: to build with our stakeholders, sustainable economic and social development” Zahid notes.

Menara Holding is using the UN Global Compact’s SDG Action Manager and the Communication on Progress (CoP) reporting tools to accurately communicate on its progress and impact to its different stakeholders.

“

**Menara Holding is an inspiring example of what is possible when an organization is committed to making real change. Their focus on achieving the SDGs, especially SDG 6 — Clean Water and Sanitation, and SDG 12 — Responsible Consumption and Production is impressive. The UN Global Compact Network Morocco continues to encourage and support businesses in their commitment to the SDGs and UN Global Compact’s Ten Principles, and we intend to build a strong Network in Morocco to deliver on this.**

**Salma Boudina**

*Manager for the UN Global Compact Network Morocco*





## 2 Tips for adopting water stewardship practices in your business

*(Note: these actions are not comprehensive and only function as suggested actions or ideas.)*

- 1. TAKE THE LEAD:** Endorse the CEO [Water Mandate](#) and commit to action in six areas of water stewardship and to report annually on progress.
- 2. ENSURE WATER ACCESS TO EMPLOYEES:** Sign the [WASH Pledge](#) and commit to providing water, sanitation, and hygiene (WASH) to employees in direct operations and support partners to advance wash in value chains and communities.

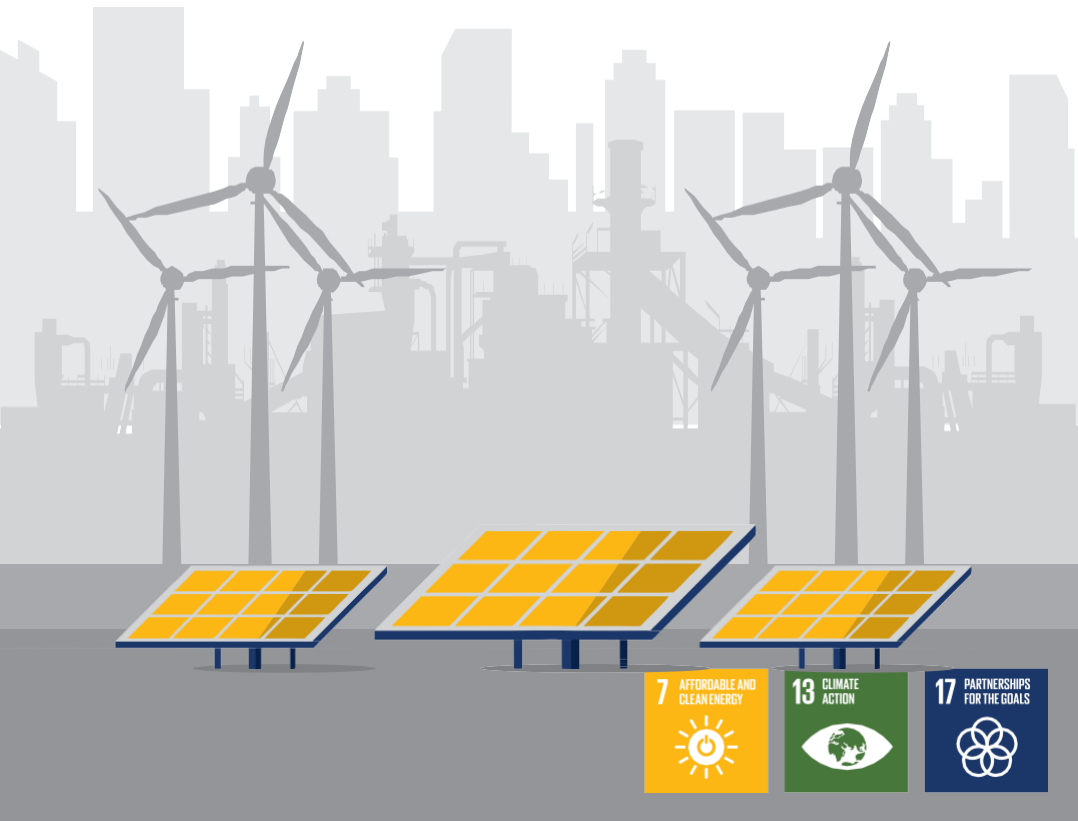




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Global Compact

## PAVING THE WAY TO A DECARBONIZED CEMENT INDUSTRY IN TUNISIA

Tunisia based CAT-COLACEM is working towards an ambitious goal of 50% reduction of CO<sup>2</sup> emissions by 2030



### COMPANY PROFILE

**Company:** Les Ciments Artificiels Tunisiens S.A. (CAT-COLACEM)

**Country:** Tunisia

**Sector:** Construction & Materials

**UN Global Compact Participant:** Since 2012

Given the polluting nature of the cement industry, Tunisia’s foremost and oldest cement company – CAT-COLACEM – is determined to manage its environmental impact and reduce the carbon footprint of the company’s activities.

“

As an organization we have chosen to address Sustainable Development Goal (SDG) 13 which focuses on climate action and measures to combat climate change.

**Mr. Giuseppe Colaiacovo**  
*Managing Director of CAT-COLACEM*



## Big Picture

In order to limit global warming to 1.5°C above pre-industrial levels, we need to cut emissions in half by 2030. Based on a recent Global SDG Stocktake report, the world is not on track to achieve this goal unless business takes ambitious climate action.

## Corporate Ambition

CAT-COLACEM, with its quarrying activities and clinker and cement production, emits large quantities of CO<sup>2</sup>, which is one of the greenhouse gases (GHGs) that have a direct impact on climate change.

To this end, the company is committed to reducing the negative environmental impacts of its operations while preserving the well-being of employees and local residents.



## Accelerating Action

CAT-COLACEM participated in the SDG Ambition Accelerator in 2021, a six-month programme for companies that want to set ambitious corporate targets and accelerate the integration of the 17 Sustainable Development Goals (SDGs) into their core business management.

This experience enabled them to raise their ambitions and establish how to integrate the priority SDG into the day-to-day management of their activities.

“Our involvement with the UN Global Compact over the last few years has been beneficial on several levels, in particular the strategic level. Thanks to the resources and workshops that the Tunisian Global Compact Network makes available to its members and the support it provides, we can achieve our objectives better,” Mr. Colaiacovo noted.

## Navigating roadblocks

While CAT-COLACEM did not face any resistance in mobilising its people to get involved in the project to achieve its very ambitious targets, the regulatory landscape has not been as supportive. The company has had to work through difficulties in carrying out planned actions especially because current regulations do not yet facilitate the development and use of renewable energies (wind, solar, cogeneration, etc.) at an advanced level.

As a result of these regulatory challenges, the company abandoned an initial project to purchase clean electricity in the form of wind power from a private operator who was planning to install a wind farm and sell them the electricity produced.

## Partnerships for the Goals

CAT-COLACEM however refused to be deterred and instead joined forces with other cement plants to set up a 100 Mw solar park project.

This project will enable the company to replace purchased electricity produced from fossil fuels with clean electricity, consequently reducing their CO<sup>2</sup> emissions, and supporting SDG 7 – Affordable and Clean Energy.

By facilitating the implementation of projects for the production, transport, and consumption of renewable energies, CAT-COLACEM is driving forward in its ambition to achieve the targets set with the means and resources available and within acceptable timescales.



### Results

After participating in the SDG Ambition Accelerator, the company set an ambitious goal of 50% reduction of Carbon Dioxide (CO<sup>2</sup>) emissions by 2030. By using alternative fuels instead of fossil fuels, and by replacing part of its purchased electricity with renewable energy generated by wind or solar farms, these reductions will be based on scientific data, with targets aligned with the 1.5°C global sustainability objective.

Working with the UN Global Compact, the company defined its priorities in relation to the SDGs, set targets that reflected their level of ambition, defined sub-objectives, identified actions and paths to follow, and performance indicators to assess progress achieved.

## Corporate Behaviour Change

CAT-COLACEM partnered with other cement companies to build a 100 MW solar farm — enough for 16,000+ homes/year.

### Ecosystem Change

CAT-COLACEM advocates for emissions reductions amongst governments and corporate players.

**50%**

Reduction in emissions by 2030, reaching 10% reduction after just one year.

## The Road Ahead

The company continues to take actions to achieve ambitious targets and influence system-wide change. Some of these projects include:

- Lobbying and advocating for the promulgation of new government regulations that support clean energy.
- Encouraging other players in the cement sector to commit to programs in line with the priority SDG 13 to reduce GHG emissions and preserve biodiversity in the quarries used by cement manufacturers.
- Championing actions to protect the health of local residents and improve their daily lives through environmental and social actions.

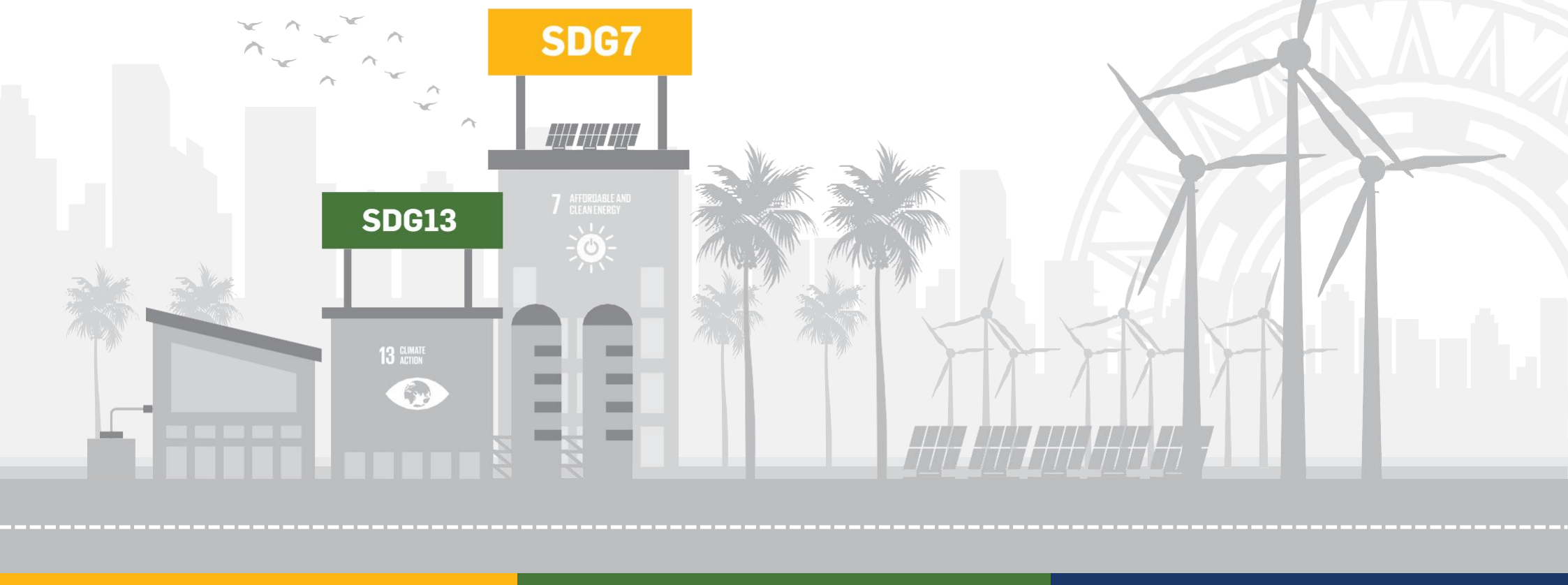
“

**We are proud of the progress that CAT-COLACEM has made so far in achieving its SDG ambition and use this opportunity to invite other organisations to take up the sustainability challenge as well to achieve the SDGs.**

**Yassine Majdoub**

*Interim Executive Director*

*UN Global Compact Network Tunisia*

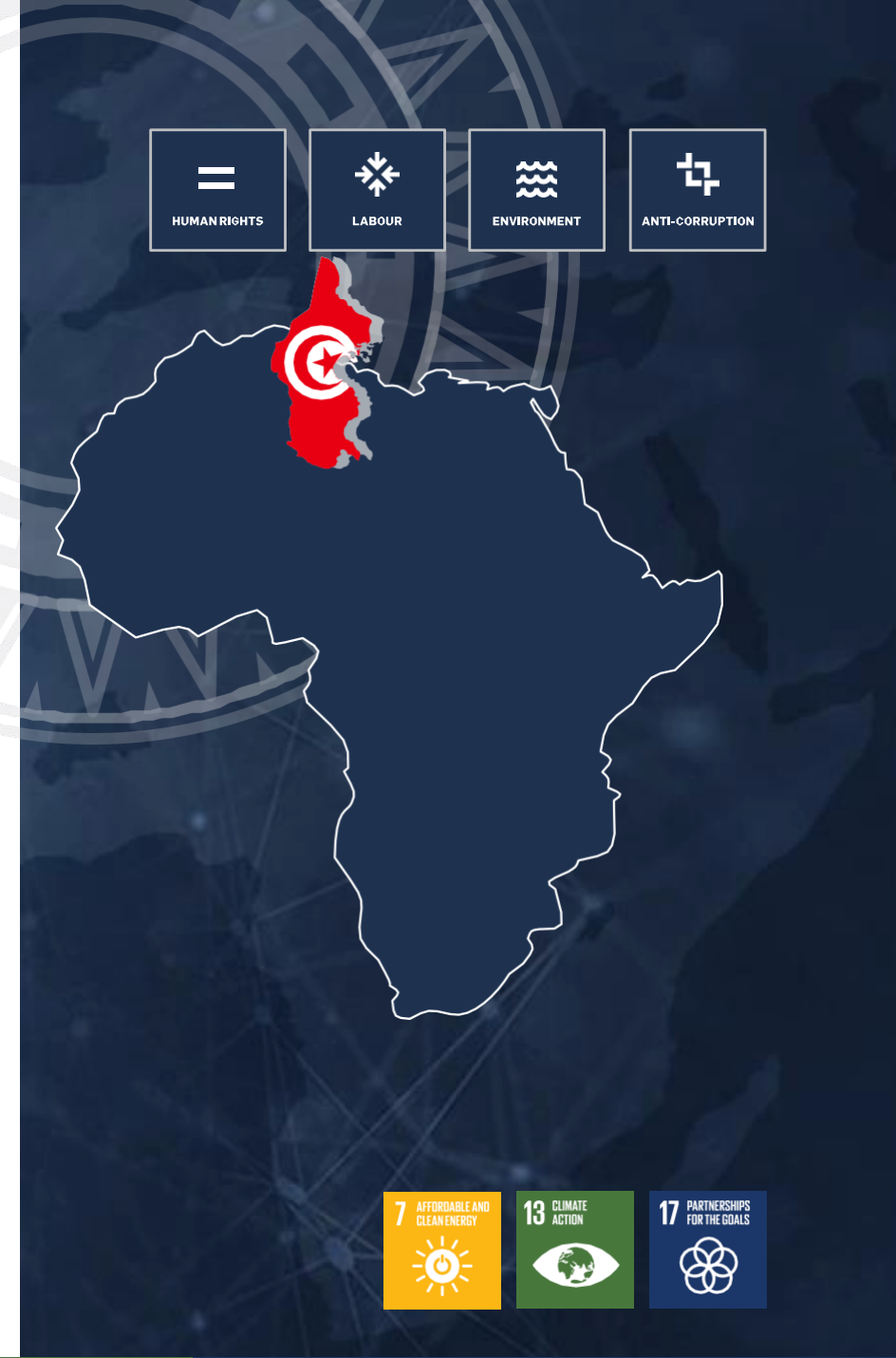




## 2 Tips for advancing Climate Action in your company

*(Note: these actions are not comprehensive and only function as suggested actions or ideas.)*

- 1. UPSKILL YOUR TEAM:** Take the free, 30-minute course on [How to Set Science-Based Targets](#) to break down the complexities around science-based targets (SBTs) and showcase the benefits of setting SBTs to your entire company.
- 2. UTILIZE THE SBTI'S RESOURCES AND TOOLS** to follow its [5-STEP PROCESS](#) to set your science-based target.





## PILOTING A RENEWABLE AND CLEAN ENERGY ECOSYSTEM IN LAGOS

OCEL partners with Government for a sustainable transport initiative in Nigeria’s most populous city



### COMPANY PROFILE

**Company:** Oando Clean Energy Ltd (OCEL)

**Country:** Nigeria

**Sector:** Energy

**UN Global Compact Participant:** Since 2009

With over 20 million residents, Lagos is the most populous city in Africa and among the fastest-growing megacities in the world. Over the last decade, the number of vehicles on Lagos roads has quadrupled. On average, most of these vehicles are over 15 years old, using old emission technologies and fuel with high sulfur levels.

The upward trajectory in vehicle numbers poses a significant challenge as transportation has been identified as a key contributing sector globally to annual CO<sup>2</sup> emissions, accounting for close to a third of emissions. This figure is significantly higher in Nigeria where transportation contributes approximately 60% in carbon emissions.





## Big Picture

The World Bank estimates that at least 30,000 people die annually in Lagos due to pollution - removing high-emitting vehicles from the roads can contribute to national emissions reduction goals and save lives.

## Corporate Ambition

Currently, Lagos State's mass transit system has over 1,000 internal combustion engine buses releasing an estimated 44,000kg of CO<sup>2</sup> daily. Oando Clean Energy (OCEL) recognizes that one of the fastest routes to net zero will be to take transportation and associated pollution out of the equation.

In support of accelerating Nigeria's race to achieve net zero by 2060, OCEL agenda is to invest in climate-friendly and bankable energy solutions across the African continent, starting in its home country Nigeria.

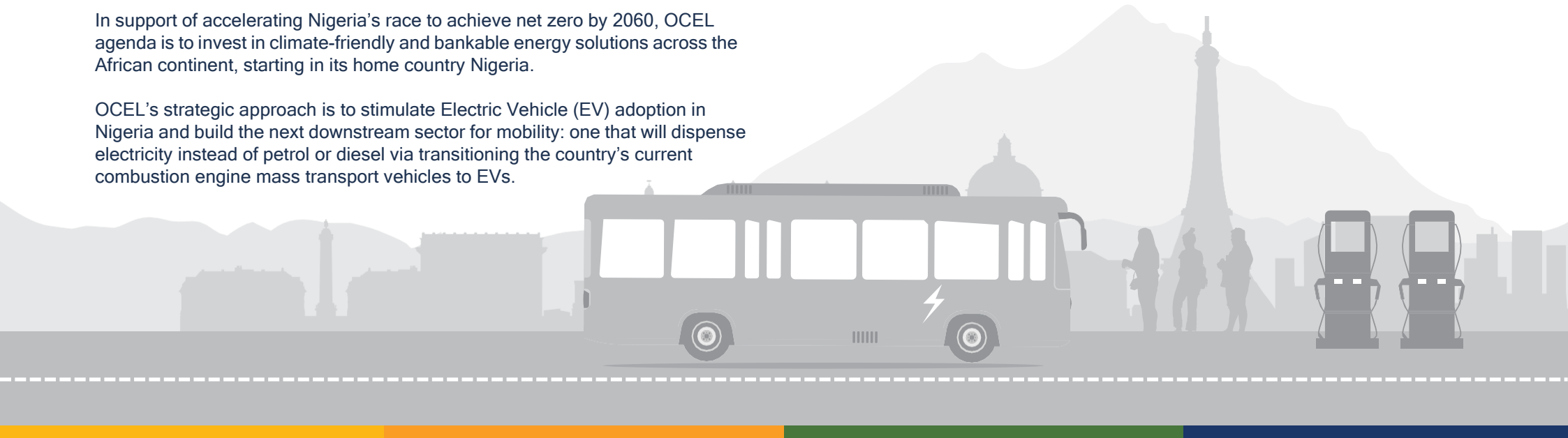
OCEL's strategic approach is to stimulate Electric Vehicle (EV) adoption in Nigeria and build the next downstream sector for mobility: one that will dispense electricity instead of petrol or diesel via transitioning the country's current combustion engine mass transport vehicles to EVs.

## Accelerating Action

To this end, OCEL signed a Memorandum of Understanding (MoU) with the Lagos Metropolitan Area Transport Authority (LAMATA), the Lagos State Government Agency tasked with planning, implementing, regulating, and franchising sustainable integrated public transport in Lagos.

The MoU establishes a partnership between OCEL and Lagos State in her journey to becoming a sustainable city via the rollout of electric mass transit buses, supporting charging infrastructure and service centres (EV Infrastructure Ecosystem).

The Sustainable Transport Initiative will see OCEL introducing electric buses to LAMATA's current fleet of buses. The initiative aims to support the transformation of the State's public transport system through the development and deployment of a pathway to a carbon free mobility ecosystem within the State.





## Results

The roll-out of the electric buses kicked off with a three-month Proof-of-Concept (PoC) phase in May 2023 and is geared at assessing the viability of electric buses for mass transportation in Lagos State. This will be followed by a pilot phase with an expanded fleet and bus routes, and the eventual countrywide deployment of 12,000 buses creating employment for over 30,000 Nigerians.

## Ecosystem Change

Countrywide deployment of the electric mass transit programme will create

**employment for more than 30,000 Nigerians**

By day 50 of the PoC phase, the electric mass transit buses had...

**29 tonnes**

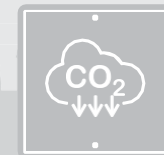
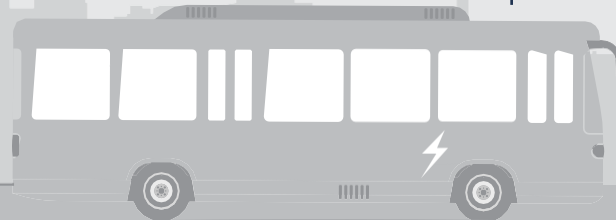
CO<sup>2</sup> mitigated through OCEL pilot programme

**41,678**

passengers during the Proof of Concept (PoC) phase

**44**

drivers and technicians (men and women) trained



## The Road Ahead

OCEL's Sustainable Transport Initiative, which aims to reduce greenhouse gas emissions, enhance energy efficiency, and promote cleaner and more sustainable transportation, will contribute to global climate goals and Nigeria's sustainable development. It is anticipated that the success of the initiative in Lagos State will lead to its replication in other States across the country and serve as a blueprint for sustainable urban mobility across Africa.

The launch of electric mass transit buses in partnership with the Lagos State Government sets a precedent for other States and industry stakeholders and signifies a milestone in the pursuit of sustainable urban mobility. E-mobility has the potential to reduce greenhouse gas emissions, improve air quality, and contribute to the mitigation of climate change.

**By achieving a 60% share of battery-electric and plug-in hybrid vehicles on the road, more than 60 billion tons of CO<sub>2</sub> could be saved between now and 2050.**

“

**We are delighted to recognize OCEL for their efforts and exemplary leadership in driving clean and efficient transportation solutions. We encourage all businesses to continue exploring innovative and sustainable solutions that create shared value for society, the environment, and the economy. Collaboration between the private sector, governments, and civil society is crucial for achieving the SDGs and creating a more sustainable future for all.**

**Naomi Nwokolo**

*Executive Director*

*UN Global Compact Network Nigeria*

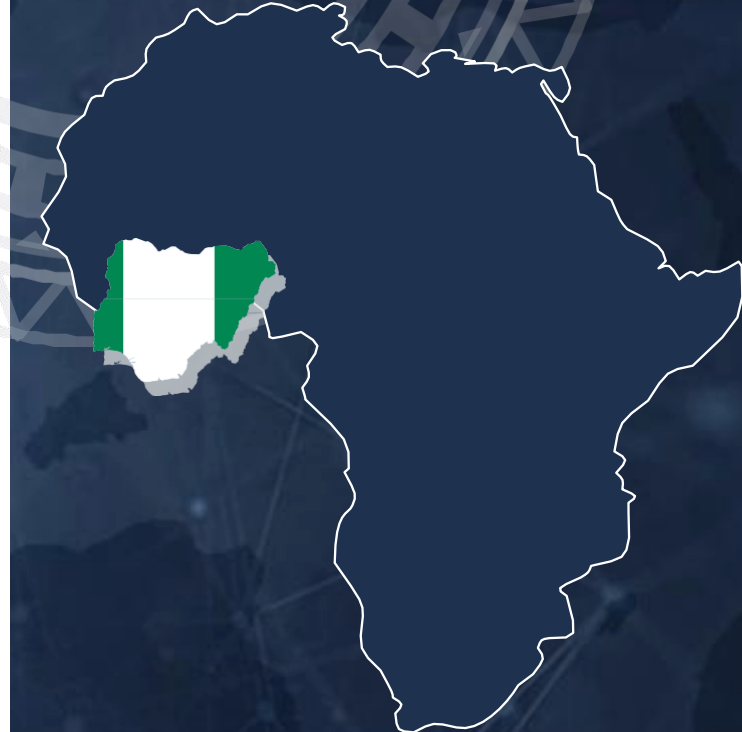
**NET-ZERO  
EMISSION  
BY 2050**



### 3 Tips for creating ecosystem change for Climate Action

(Note: these actions are not comprehensive and only function as suggested actions or ideas.)

1. Engage with your networks and supply chains and encourage them to set net-zero targets as well, using the [SBTI'S SUPPLIER ENGAGEMENT GUIDANCE](#).
2. **ENGAGE RESPONSIBLY IN CLIMATE POLICY:** Align external policy and engagement efforts with corporate emission reduction goals and lobby for positive climate action.
3. **LEAVE NO ONE BEHIND:** Contribute to a just transition by taking concrete actions that address social impacts of climate change mitigation and adaptation measures in partnership with those who might be impacted, such as workers, unions, communities and suppliers. [Learn more](#).





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## INSTIGATING WIDER CHANGE IN EGYPT'S FREIGHT ECOSYSTEM

Egytrans champions the fight against climate change in Egypt's transportation industry



### COMPANY PROFILE

**Company:** Egyptian Transport & Commercial Services Co S.A.E. (EGYTRANS)

**Country:** Egypt

**Sector:** Industrial Transportation

**UN Global Compact Participant:** Since 2009

As a leading integrated transport and logistics company in Egypt, the Egyptian Transport and Commercial Services Company (Egytrans) recognizes its responsibility towards climate change and fighting global warming.

For the company, Sustainable Development Goal 7 – Affordable and Clean Energy, Goal 9 – Industry, Innovation and Infrastructure, Goal 13 – Climate Action and Goal 17 – Partnerships to achieve the Goals, are driving forces in this important fight.

“

**“Real change requires concerted action on multiple fronts, including improvement to infrastructure, diversifying the transport mix, and raising awareness and compliance in a fragmented industry.”**

**Engr. Abir Leheta**

*CEO, Egytrans speaking at the 2023 Green Economy Forum*



## Big Picture

The transportation sector is responsible for approximately **one quarter** of the world's greenhouse gas emissions.

## Corporate Ambition

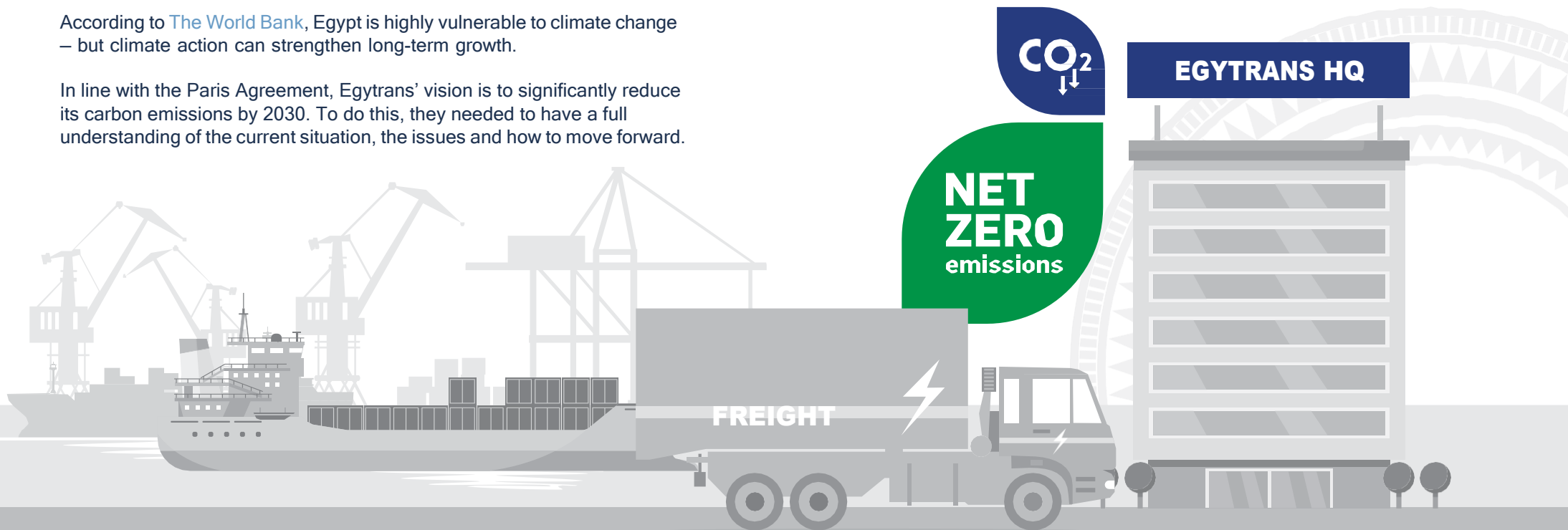
According to [The World Bank](#), Egypt is highly vulnerable to climate change – but climate action can strengthen long-term growth.

In line with the Paris Agreement, Egytrans' vision is to significantly reduce its carbon emissions by 2030. To do this, they needed to have a full understanding of the current situation, the issues and how to move forward.

## Accelerating Action

The company made the decision to participate in the Climate Ambition Accelerator organised by the UN Global Compact. Through this programme they got the needed support in identifying and planning to manage their climate and sustainability related issues as they benefited from all the resources and workshops provided to cover the topic.

Ahmed Elshahwany, QHSE & Risk Manager for Egytrans noted "The UN Global Compact's Climate Ambition Accelerator has been very beneficial for us as a company. All key personnel of Egytrans benefitted from this through gaining awareness and knowledge, but the highest benefit is a clear improvement in the environmental management system and ESG reporting of our company."





## Results

In the fight against the worst impacts of climate change, a major cause of resistance comes from lack of knowledge and fears from changing current processes. As this fight was one of Egytrans' strategic objectives, the company knew that it needed to manage any such resistance by raising staff and supplier awareness.

After the Climate Ambition Accelerator, Egytrans took the learnings from the sessions and conducted two workshops for their critical stakeholders including relevant staff and supply chain partners. The outcome of these workshops was that the company started measuring its carbon footprint for the year 2022. Selecting the starting point of change and good change planning and preparation is helping the company overcome any resistance to change.

Six months into the process in 2022 and the progress was already visible. Using cycle time for reporting and percentage of energy optimization and reductions, the company was measuring and tracking its results more scientifically. They also updated their risk assessment to include climate risks, energy consumption recording and management.



## Corporate Behaviour Change

Using cycle time for reporting and percentage of energy optimization to measure and track results more scientifically

Updated risk assessment to include climate risks, energy consumption recording and management

Developed long-term plan of action for measuring and reducing carbon emissions ahead of 2030 and beyond

## Ecosystem Change

Egytrans raises industry and SME awareness through workshops and presentations on supporting a green transformation at scale.

EGYTRANS HQ

TRAINING CENTER

## The Road Ahead

Taking from the learnings of measuring its carbon footprint, Egytrans has now begun the process of developing a long-term plan of action for the coming years. Using 2022 carbon footprint measures as a baseline, the company is targeting and measuring improvements in reducing emissions until 2030 and beyond.

## Advocating for wider change

Egytrans is also working to instigate wider change in Egypt's freight ecosystem. Recognizing that more awareness is needed on the importance of sustainability action, the company is engaging with different business groups and speaking publicly about their sustainability journey to help raise consciousness on the topic.

“

**Whenever we speak about our sustainability journey, we make a note to encourage other companies to attend the Climate Ambition Accelerator because the training and certification will help them in improving their environmental performance,” Elshahwany says.**





### 3 Tips for gaining internal support for your climate programmes

*(Note: these actions are not comprehensive and only function as suggested actions or ideas.)*

- 1. EXPLORE THE SBTI GETTING STARTED GUIDE:** Review this simple, [step-by-step flowchart](#) to better understand how to set net-zero targets in your specific situation.
- 2. SECURE TOP LEVEL SUPPORT:** Commit to net-zero through the Science-Based Targets Initiatives.
- 3. FOLLOW THE BLUEPRINT:** Read the Corporate [Net-Zero Standard](#) for a clear path to aligning your net-zero strategies with the latest climate science.





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## ESTABLISHING HIGH-LEVEL CORPORATE LEADERSHIP FOR GENDER EQUALITY IN GHANA

Bewsys is promoting gender inclusive workplaces and programmes across Africa



### COMPANY PROFILE

**Company:** Bewsys

**Country:** United States of America (Ghana)

**Sector:** Software & Computer Services

**UN Global Compact Participant:** Since 2017

Bewsys creates and delivers custom software solutions, data collection and information management systems to advance sustainable development in humanitarian projects, government agencies and private organisations.

Okine prioritised awareness and operational alignment to the Sustainable Development Goals (SDG) within Bewsys through mandatory and targeted education across functions and seniority levels. In 2019, the company set up a team to engage with the UN Global Compact to enhance initiatives and processes of measuring the company's SDG targets.

“

**We believe that to be true to our sustainability commitment to digital innovation and inclusion in Africa, women should be prioritised among our stakeholders, from employees, to customers, and suppliers.**

**Robert Okine**

*Founder and Chief Executive Officer of Bewsys*



## Big Picture

When women are empowered and included, economies grow, communities thrive and businesses flourish. Gender equality in the workplace can help unlock more than \$12 trillion in new market value linked to the SDGs.

## Corporate Ambition

As an Information Technology (IT) company, Bewsys recognized the low female representation in their core software engineering department due to inherent and systemic gender inequalities that exist in the field. This also affected women's earning power because those employed in core services such as software engineering had a higher income on average than those in support services.

With women representing more than half of the population in Africa, Better World Systems (Bewsys) made a company-wide commitment towards consciously pursuing gender inclusion and equality in order to eliminate gender stereotypes in the tech space.



## Accelerating Action

By joining the UN Global Compact, Bewsys gained a platform to drive its gender equality commitments and initiatives with global benchmarks that were very relevant to its industry and business model.

Tools like the SDG Action Manager guided the team in understanding the company's initial baseline under key gender equality metrics such as Gender Pay Equality, Leadership Representation, Leave, Reproductive Healthcare, Living Wage, Discrimination, Grievances Reporting Mechanisms, and Gender Equality in Professional Development.

Additionally, the Women Empowerment Principles (WEPs) served as a guiding framework to determine and continuously track progress in core areas such as leadership, policies, internal operations, advocacy, value chain activities, products, and services.



**We celebrate Bewsys' participation in the empowerment of women, especially women and girls in science and technology, which is a critical need in Ghana and Africa as a whole. With various programs, resources, and tools, especially our Target Gender Equality Accelerator, we are supporting businesses like Bewsys to plan, deliver, measure, report and uphold their commitment to gender equality in the workplace, marketplace, and community and to the SDGs in general.**

**Tolu Lacroix**  
*Executive Director*  
*UN Global Compact Network, Ghana*



## Results

After participating in the SDG Ambition Accelerator, Bewsys became more intentional in its hiring processes to increase the number of female engineers. To address this gap, Bewsys' internships and entry level recruitment started prioritizing the recruitment of women. This allowed the company to provide on-the-job training to bridge the gaps in representation that are attributed to technical skills.

To further create pathways for women to apply, the company adopted remote and flexible working policies for its engineering department in 2019 and has since expanded the policy to all departments in 2020. As a result of these interventions, Bewsys is challenging the status quo of what a tech company looks like:

## Ecosystem Change

Developed unique solutions incorporating social protection, good governance, monitoring and compliance, agriculture, and education in 61 developing countries with limited data infrastructure in Africa, Southeast Asia, the Middle East, and Oceania.

Incorporated social protection digital solutions that expanded social, humanitarian, and economic relief for more than two million women and children in the African countries of Lesotho, Ghana and the Democratic Republic of Congo.

## Corporate Behaviour Change



## The Path Ahead

Bewsys' ambitions didn't stop there. After being selected as an SDG Pioneer in 2021, Okine decided that all the company's projects would be focused upon advancing the SDGs, with a special focus on SDG 5 — Gender Equality, SDG 8 — Decent work and Economic Growth, and SDG 10 — Reduced Inequalities.

The company continues to take actions to achieve its sustainability targets through leveraging in-house expertise and UN-backed sustainability standards. Some of these projects include:

- Developed targeted hiring and training programmes to identify and eliminate gaps in knowledge that may have prevented corporate advancement for women employees.
- Adopted remote and flexible working policies for its engineering department in 2019 and has since expanded the policy to all departments in 2020.
- Based on a proposal by the company's team who were a part of the UN Global Compact SDG Ambition Accelerator program, the Human Resources department oversaw an overhaul of the company's compensation system.



“

**If an organisation does not know where to begin its sustainability journey, advancing gender equality is one of the fastest and surest ways to impact all the 17 sustainable goals because women are disproportionately affected by each goal. For example, gender pay equality raises the living standards of women to access quality education, reproductive healthcare, clean energy, food security, and financial**

**independence to reduce the risk of gender-based violence.**

**Robert Okine**  
*Founder and Chief Executive Officer,  
Bewsys*





## 3 Tips for Advancing Gender Equality in your Company

(Note: these actions are not comprehensive and only function as suggested actions or ideas.)

- 1. EXPLORE CURRENT TRENDS:** Download the [WEPs Tool 2024 Trends Report: Advancing Gender Equality Amidst Polycrisis](#) to explore current trends globally and deep-dive into how companies in your region perform, and get inspiration for actions companies have taken to close gender gaps worldwide.
- 2. GET EVERYONE INVOLVED:** Take our free Academy course, [How to be a male ally for gender equality](#). Developed by gender equality experts with the male leader in mind, this UN Global Compact Academy e-learning course will help you understand not just why, but how you can be a male ally towards gender equality for all.
- 3. COMMIT to GENDER EQUALITY ACTION:** At our current rate, it will take 152 years to achieve gender equality in terms of women's economic participation and opportunity. Set goals for equal representation, participation and leadership, and equal pay for work of equal value by committing to the [Forward Faster targets on Gender Equality](#).



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5  
GENDER  
EQUALITY



8  
DECENT WORK AND  
ECONOMIC GROWTH



10  
REDUCED  
INEQUALITIES



17  
PARTNERSHIPS  
FOR THE GOALS



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## ACCELERATING SUSTAINABLE INNOVATION IN SOUTH AFRICA

Anglo American’s ‘Waste to Work’ Program Champions Sustainable Change, Creates Income Opportunities in South African Communities

### COMPANY PROFILE

**Company:** Anglo American PLC

**Country:** South Africa

**Sector:** Industrial metals and mining

**UN Global Compact Participant:** Since 2004

In South Africa, four young innovators from the mining company, Anglo American, – Donett Larkens, Zamantshali Mtshali, Ryno Strydom, and Olebogeng Koathai – have embarked on an extraordinary journey of change.

When they were selected to participate in the UN Global Compact SDG Innovation Accelerator for Young Professionals, little did they know it would lead them to launch a waste management solution that would create a positive impact on their organisation, their community, and beyond.



### Big Picture

Africa’s working age population is expected to grow by 450 million people, or close to 70 percent, by 2035.

## Activating Ambition

The UN Global Compact SDG Innovation Accelerator for Young Professionals is an accelerator programme designed to activate future business leaders and changemakers. The programme builds organisational learning skills in young leaders and encourages them to develop innovative solutions to achieve the Sustainable Development Goals (SDGs) through new technologies, initiatives, and business models.

Donnet Larkens says, “The programme significantly impacted my career outlook by fostering awareness, giving purpose, teaching skills, and introducing me to a network of like-minded individuals who align with the growing demand for a sustainability-oriented outlook in how we work and live. It opened diverse opportunities and equipped me with the tools to make a meaningful contribution to a more sustainable world.”

## Accelerating Action

As the group from Anglo American delved deeper into the SDGs during the Accelerator, they recognized a unique opportunity to address multiple socio-economic challenges faced by their mining communities.

Their solution lay in waste management, a vehicle for change that they believed could not only improve the rapport between Anglo American and their host communities but also generate income and clean up the environment.

Their project took a long, hard look at the things our society discards in massive amounts — plastic and glass bottles, aluminium cooldrink cans, yoghurt containers and milk cartons — and how to recycle these items in a new and innovative way.

“

**Working on the SDG Innovators programme opened my eyes specifically to the bigger SDG goals as to how and why business impacts and is affected by sustainability in its entirety. Our solution for the challenge we selected was unique in a way that it is aimed at solving sustainability issues faced by the communities we operate in.**

**Zamantshali Mtshali**

*SDG Ambition Accelerator Participant*





## Results

Their chosen approach revolved around the innovative use of technology, specifically reverse vending machines (RVMs), in collaboration with Imagined Earth, a green technology and recycling infrastructure provider. The initiative, aptly named 'Waste to Work', encourages community members to collect recyclable materials from the environment and deposit them into the RVMs in exchange for a rebate paid into their digital wallet on the Imagined Earth app.

Those using the RVMs can also qualify for rewards, and circular or redeemable coupons. With this single solution, the innovators could simultaneously address environmental concerns, create income opportunities, and empower their mining communities.

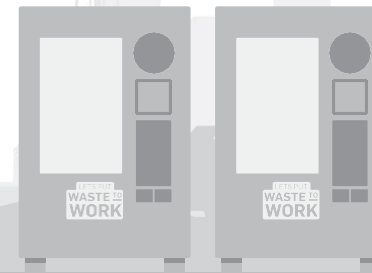
Currently in its pilot phase, the project has already begun making a tangible impact both within and outside the organisation. Additionally, the initiative has been presented to the Human Resources department for possible incorporation into the HR Staff Rewards scheme. This will further motivate employees to embrace the initiative internally.

## 2 RVMs

Two reverse vending machines have been installed in Johannesburg, with expansion plans underway.

## 20%

Reduction in landfill waste at Anglo American offices while cutting associated costs.



## The Road Ahead

Externally, the Waste to Work solution was presented and has garnered attention from the Johannesburg Business Coalition, which eagerly embraced it for the cleanup of downtown Johannesburg. By providing an income stream to vulnerable groups and restoring dignity to the inner city, the Coalition is leveraging the initiative to benefit those most in need.

The company continues to take actions to achieve its sustainability targets through leveraging in-house expertise and UN-backed sustainability standards. Some of these projects include:

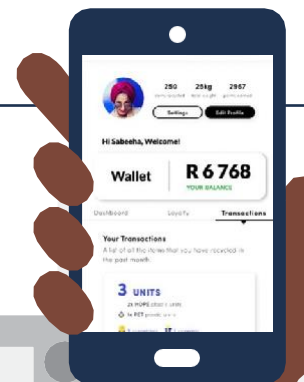
- Shifting mindsets through education, context, and awareness, evolving business through product and process development.
- Developing sustainable products/service offerings that (1) harness market demand and (2) create opportunities.

Return your recyclable packaging waste to

### EARN MONEY AND REWARDS



Take-away coffee cups   Glass   Tins   Plastic up to 2l   Tetra pak





## 2 Tips for Piloting Sustainability Programmes in Your Company

*(Note: these actions are not comprehensive and only function as suggested actions or ideas.)*

- 1. BE BOLD:** Apply SDG Innovation to address real sustainability challenges your company is currently facing. Embed the SDGs into your company's business strategy through collaboration, innovation and knowledge sharing.
- 2. THINK BIG PICTURE:** Identify ways in which your company can leverage its expertise and resources to solve sustainability issues for your business and your community.



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## PROMOTING REGENERATIVE AGRICULTURE IN KENYA

Kenya's Ololo Farm Targets Net-Zero Emissions by 2030 through Regenerative Agriculture Practices



### COMPANY PROFILE

**Company:** Ololo Farm

**Country:** Kenya

**Sector:** Food Producers

**UN Global Compact Participant:** Since 2020

In Kenya, as in many countries around the world, climate change is a threat to sustainable food production, especially with the current rate at which the topsoil is being washed away. Soil also plays a critical role in climate change, with research showing that there is more carbon stored in soil than in all the world's trees. Unfortunately, much of this carbon is being released into the atmosphere by deforestation and poor farming.

Located on the southern border of the Nairobi National Park, Ololo Farm was established in 2017. They farm pasture-reared poultry and eggs, grow mushrooms, and run an organic Shamba, which is the Swahili word for farm in East Africa. Along with this, the farm also operates a busy safari lodge where guests can explore nature and enjoy delicious meals straight from paddock to plate.



## Big Picture

Unsustainable food practices are one of the main contributors to the climate crisis, accounting for one-third of greenhouse gas emissions and 70% of the world's freshwater usage.

## Corporate Ambition

Ololo Farm and Safari Lodge believes that farmers have the best chance of addressing this challenge and is taking up the fight to reverse the effects of climate change by embedding sustainability into their business processes through regenerative agriculture practices.

## Accelerating Action

Ololo Farm joined the United Nations Global Compact Network Kenya and participated in the Climate Ambition Accelerator, the Young SGD Innovators Program, and the SDG Ambition Accelerator to better understand the business case for sustainability.

“

**The Accelerators provided opportunities for our team to be inspired, build capacity, and connect with like-minded changemakers from different organizations.**

**George Chapman**

*Founder and Manager of Ololo Farm and Safari Lodge*





## Results

The company is now investing in innovative projects that champion the SDGs, especially SDG2 – Zero Hunger, SDG 3 – Good Health and Wellbeing, SDG 12 - Responsible Consumption and Production, SDG 13 – Climate Action, and SDG 15 – Life on Land.

By leveraging regenerative agriculture practices the farm is harnessing several benefits including reversing climate change by rebuilding soil organic matter and restoring degraded soil biodiversity, resulting in both carbon drawdown, improving the water cycle, and ensuring carbon sequestration.

## Corporate Behaviour Change

**25 tonnes**

Ololo diverts 25 tons of 'food waste' annually

**20%**

Reduction of dependency on conventional feed through regenerative practices

**47.5 tonnes**

The amount of CO<sup>2</sup> emissions Ololo reduces annually by diverting food waste  
→ Equivalent to 11 cars per year

## Ecosystem Change

Ololo farm is training small farms in the community to manage their own insect farms.



Compliance Certificate

Training Manual  
Regenerative  
Agriculture

## The Road Ahead

The company continues to take actions to achieve its sustainability targets through regenerative practices. Some of these projects include:

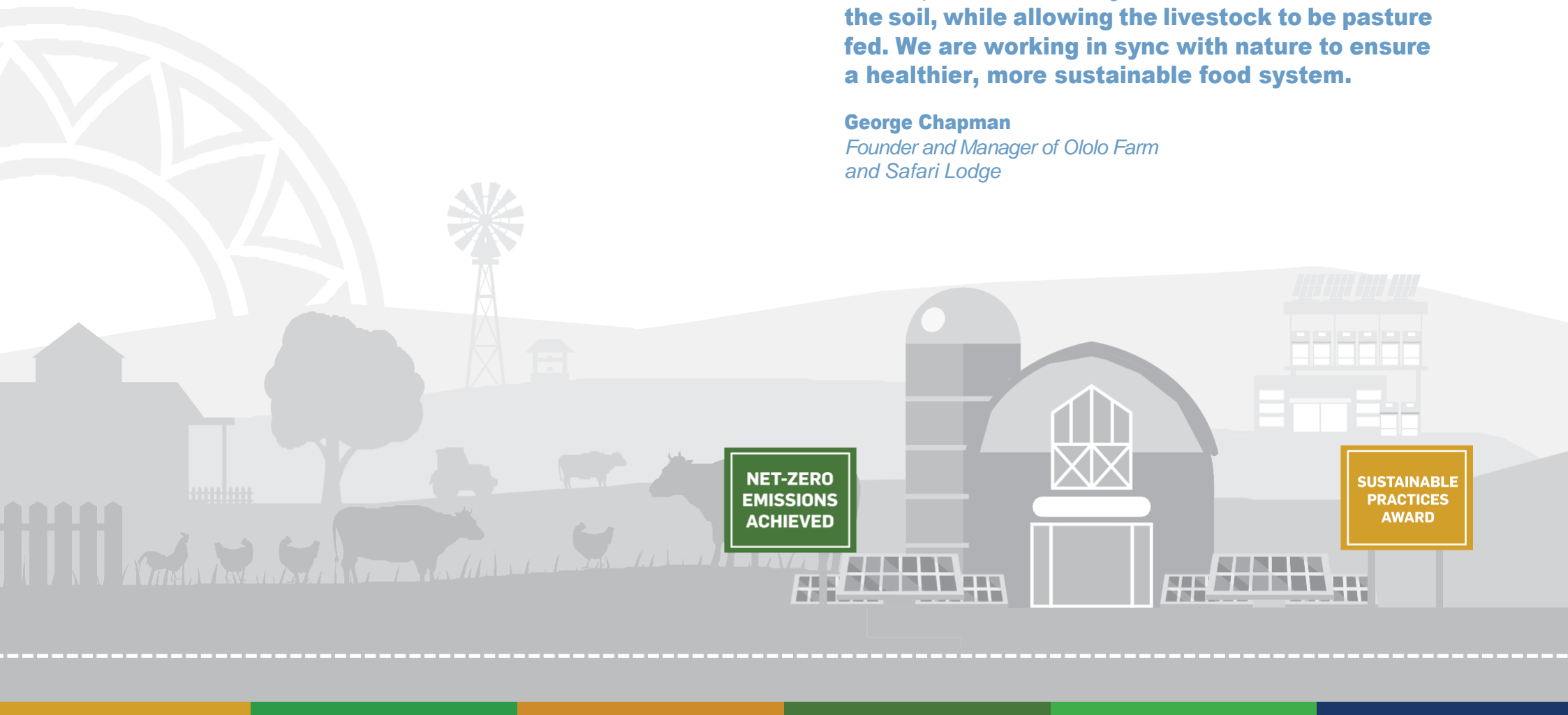
- Promoting a circular food system using nature-based solutions and insects.
- Upcycling food waste into high-value organic manure and animal protein.
- Using organic fertilisers and avoiding use of synthetic fertilisers.

“

**With regenerative farming we focus on more sustainable farming methods. By mimicking nature, we can actively use livestock to rebuild the soil, while allowing the livestock to be pasture fed. We are working in sync with nature to ensure a healthier, more sustainable food system.**

**George Chapman**

*Founder and Manager of Ololo Farm  
and Safari Lodge*





### 3 Tips for aligning your business practices with sustainability

(Note: these actions are not comprehensive and only function as suggested actions or ideas.)

- 1. INTEGRATE SUSTAINABILITY INTO CORE STRATEGY:** Make sustainability a central part of your business strategy by aligning your goals with overall objectives. Ensure that everyone within the organization is engaged and committed to driving collective action, embedding sustainability into daily operations and decision-making. Take our free e-learning course, [How to understand and take action on the global goals to learn more.](#)
- 2. SET AMBITIOUS AND INNOVATIVE GOALS:** Think big, be courageous, and set bold, impactful sustainability goals that challenge the status quo. Embrace innovation and explore new solutions, even if they challenge traditional methods. Aim to make a significant impact across all areas of your business—operations, supply chain, products and services. Engage in radical collaboration across teams, industries, and stakeholders to drive transformative change and position your company as a leader in sustainable development.
- 3. PERFORM, MEASURE, REPORT, AND ITERATE:** Implement your sustainability initiatives and measure their effectiveness using clear, relevant metrics. Regularly report your progress transparently to stakeholders, ensuring accountability and fostering trust. Continuously iterate and improve your strategies based on data and feedback to drive ongoing sustainability performance and adapt to emerging challenges and opportunities.



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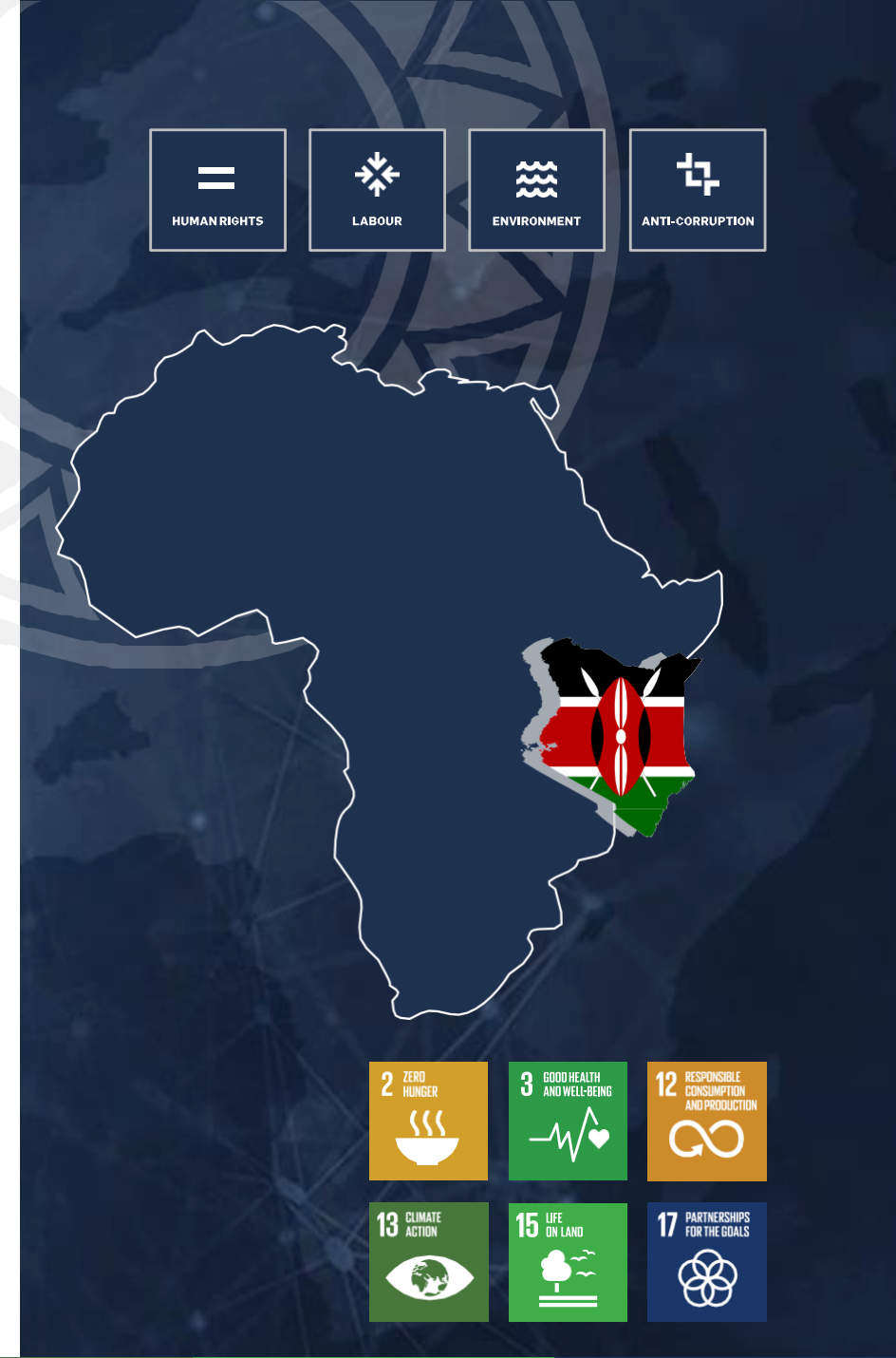
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2 ZERO HUNGER



3 GOOD HEALTH AND WELL-BEING



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



15 LIFE ON LAND



17 PARTNERSHIPS FOR THE GOALS



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## Are you ready to shape Africa's sustainable future?

The stories shared in this eBook are a testament to the power of African-led solutions in driving sustainable growth. Across the continent, businesses are implementing bold, innovative strategies that are not only advancing economic prosperity but also addressing critical challenges like climate resilience, gender equality, and resource conservation.

As African industries continue to expand, the opportunity to embed sustainability at the heart of this growth has never been more urgent—or more achievable. Whether you're looking to decarbonize your operations, empower your workforce, or build more resilient supply chains, the lessons in these case studies provide a roadmap for action.

Now is the time to think boldly and act with purpose. By integrating sustainability into your core strategy, you can be part of Africa's rise while contributing to a more equitable and resilient future. These companies have achieved remarkable success by collaborating with the UN Global Compact, and their journeys serve as powerful examples of what's possible when businesses commit to responsible leadership.

If you're ready to accelerate your sustainability efforts, explore how the UN Global Compact can support your organization in driving meaningful change. Together, we can build a future where business success and sustainability go hand in hand.



## About the United Nations Global Compact

As a special initiative of the UN Secretary-General, the United Nations Global Compact is a call to companies everywhere to align their operations and strategies with ten universal principles in the areas of human rights, labour, environment and anti-corruption, and to take action in support of UN goals.

With more than 20,000 companies based in over 160 countries, and more than 60 Global Compact Country Networks, it is the largest corporate sustainability initiative in the world.

### Our Presence in Africa

More than 1,000 companies and non-business private sector stakeholders are participating in the Global Compact across 45 countries in Africa.

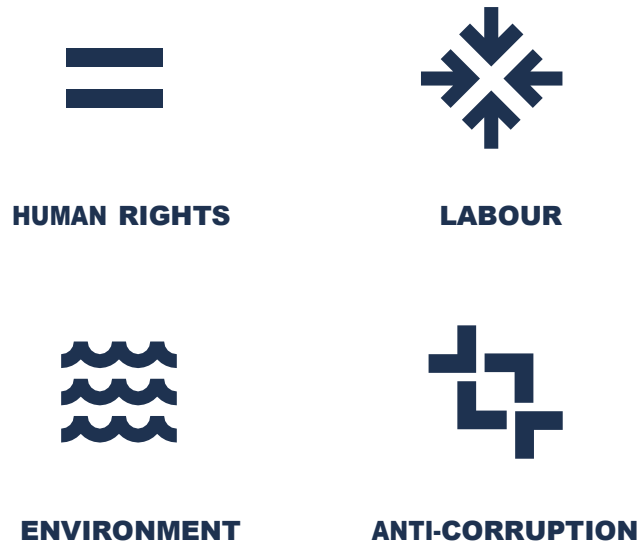
At the country level, the UN Global Compact's 10 Country Networks across the Continent help to accelerate and scale up sustainability action and responsible business in Africa by implementing context-specific programmes, initiatives and outreach.

Country Networks work in collaboration with key stakeholders including governments, regional institutions, UN partners, business associations and providers of capital to enhance 'Partnerships for the Goals' (SDG17).



## The Ten Principles

The Ten Principles of the UN Global Compact provide a common ethical and practical framework for operationalizing corporate sustainability. Derived from UN Declarations and Conventions, these universal principles represent the fundamental values that business should embed in their daily strategies and operations. Visit the [UN Global Compact website](#) to learn more about the Ten Principles.



## The 17 Sustainable Development Goals

The 17 Sustainable Development Goals (SDGs) have a different but deeply related purpose for business. As the heart of the 2030 Agenda for Sustainable Development, the Global Goals demonstrate the scale and ambition of the boldest vision for humanity ever adopted. They represent aspirational, long-term targets for governments, business and other stakeholders to work towards creating the world we want. Together, the Ten Principles and the SDGs equip business with both the values and vision to help companies make a meaningful contribution to people and the planet.

You can learn more about the [SDGs Explained for Business](#) by visiting our website.





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[unglobalcompact.org](http://unglobalcompact.org)