

# **SUPPORTING THE PLANET AND MARGINALISED PEOPLE**

2017-2019 SUSTAINABILITY REPORT



# ABOUT THIS REPORT

Kasher Consulting is delighted to share the progress we have made in community investments over the last two years. The purpose of this report is to outline our sustainability projects and the impact they have made to society and how they have been able to transform the lives of people in different communities.

This report covers our fiscal years of 2017 to 2019, and it focuses on the developmental projects we engaged in with our clients. Throughout this report, we referred to information from our annual report and other information that are available on our website. We have compiled this report following the basic criteria of G4 reporting guidelines of the Global Reporting Initiative (GRI).

The key step in developing our report was to take a close look at the material aspects that mirror our social and environmental impact at Kasher Consulting, as well as the issues that are most important to our clients. These material aspects are essentially on our community investments in the areas of education, health, environment, and community development.

## FEEDBACK

We regularly update news on our CSR projects; please visit our website: [www.kasherltd.com](http://www.kasherltd.com). Also, we value and welcome all comments and enquiries about our sustainability report through email at [info@kasherltd.com](mailto:info@kasherltd.com)

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# PRINCIPAL CONSULTANT'S NOTE

This year marks the tenth year of our operations in Nigeria. Together with the persistent support of our partners, we have contributed to the progress of over 100,000 Nigerians through our projects across different sectors, where we constantly work with over two thousand employees in public health, educational, youth development and environmental services.

**“Working in this sector allows us to practise our unwavering business mantra which is, ‘People over Profits.’”**

Employee engagement has also been a fundamental part of our work, as we continue to bridge the gap between beneficiaries and clients who are committed to supporting them. We consistently prioritise the importance of data collection and robust reporting of all our projects.

I am particularly proud of the work we have done in the local social sector through our regular training programmes, organisational development processes and mentoring of leaders of non-profits as well as social enterprises.

Moreover, stakeholder engagement and building lasting relationships with communities, clients, government agencies as well as our implementing partners have contributed significantly to our measurable success.

As we start a new decade in our organisation, our core strategy for delivering world-class sustainable projects is further buttressed by the urgency around saving the planet and being more inclusive, as the key drivers for our organisation are innovation, creativity and a bottom-up approach to problem-solving. To this end and to celebrate our tenth year, we have set up a Disruptive Development Foundation. Our overall objective is to provide the knowledge and tools for the most marginalised people to bring about their self-development through inclusion, advocacy, empowerment, environmental stewardship, and youth development.

Thank you seems grossly inadequate to all our ‘cheerleaders’ over the years; your trust in us is the reason we have not only remained in business but that we have been able to contribute to nation-building. We look forward to disrupting the social sector with you as we collectively bring out a sustainable change to communities in Nigeria and beyond her shores.

**Adedayo Oluwole**  
Principal Consultant

# OUR VALUES



We are guided by the following nine core values at Kasher Consulting. These values shape our company. We believe that putting these values into practice creates lasting benefits for our clients and project beneficiaries.

## **QUALITY**

We have a proven ability to deliver quality results and to solve our clients' problems.

## **INTEGRITY**

We expect business relationships with our staff, associates, and clients to operate at the highest level of honesty and integrity.

## **EXPERTISE**

We only utilize and employ the services of partners and staff with first-class professional, educational and career background.

## **VALUE**

We are sold out to creating shared value for our clients while maximizing productivity and ensuring efficient use of resources.

## **PARTNERSHIPS**

We are committed to working in partnership with our clients. We become viscerally involved in the goals and ambitions of our clients and share with them the enthusiasm, intensity and commitment they bring to their responsibilities.

## **FUN**

We believe in a creative and collegial working environment, which fosters creativity, innovation and learning. And while we're committed professionals, this doesn't mean we can't have fun!

## **CONTINUOUS IMPROVEMENT**

We implement effective evaluation systems to ensure maximum input and quality review, both while the project is still in progress and once it is completed.

## **SOCIAL RESPONSIBILITY**

We strive to be good corporate citizens by fostering an ethical orientation in all our work and by strengthening the community fabric of the places where we work and play - and actively participate in civil society.

## **ENVIRONMENTAL RESPONSIBILITY**

We contribute to a healthy natural environment by minimizing our ecological footprint and seeking opportunities to implement the best environmental practices.

# OUR COMPANY



At Kasher Consulting, we are committed to being a responsible consulting firm and making a positive contribution to the development of society by transforming the lives of people through the implementation of critical developmental projects in the areas of Corporate Social Responsibility for our clients, who are pooled from the public and private sectors.

Since our inception in 2009, we have been driven by the vision of setting a standard of excellence in the provision of Corporate Social Responsibility (CSR), Sustainability and Community Development consulting services within Nigeria and West Africa. Over the years, we have been able to partner with different clients in the public and private sectors to carry out their CSR projects. Consequently, these projects have helped to positively impact the lives of many people in different communities.

We continue to evolve and innovate to solve our clients' most important CSR challenges and to create economic opportunities for individuals and organisations, including government agencies, NGOs and peer companies, who partner with us in implementing our clients' CSR projects.

We also provide holistic solutions to our clients in the following areas:



### COMMUNITY PROJECT MANAGEMENT

We provide support with developing strategy, project design and identification of communities with the greatest need for an intervention.



### MEDIA ENGAGEMENT

Our extensive network with traditional and non-traditional media houses ensure that our clients' projects receive visibility.



### MONITORING AND EVALUATION

We design bespoke M&E tool kits that include rapid assessments, baseline data collection, periodic monitoring, budget management and impact assessments for multiple year projects.



### STRATEGIC COMMUNICATION

Working with our clients' communications team, we support their internal and external communications and proffer solutions to engaging the media, employees and other relevant stakeholders



### FACILITATION

All our consultants can facilitate sessions with employees and external stakeholders to gain alignment and insights into project design and re-structure.



### PROJECT DESIGN

Innovation and impact are the key focus areas when we help our clients to design a new project or re-structure an existing one.



### COMMUNITY ENGAGEMENT/ STAKEHOLDER MAPPING

We help our clients to navigate the path of securing the licence to implement projects and the technical support from the relevant government agencies.



### BENEFIT/IMPACT ASSESSMENT

For multiple-year projects, it is vital to conduct these assessments that will help build a business case to scale up projects as well as support external communications about the impact of our client's interventions.



### BUDGETING FOR COMMUNITY PROJECTS

We pride ourselves in delivering projects that will not break the bank or compromise on quality and sustainability. We take due diligence in negotiations with third-party implementers to ensure a more robust return on our clients' investments.



### CAPACITY BUILDING TRAININGS AND WORKSHOPS

Our training programmes are adapted to meet the specific needs of our clients; we also design bespoke training modules.



### SOCIAL MEDIA FOR DEVELOPMENT PROJECTS

We help our clients to create awareness through social media to reach more people with key messages, as well as start conversations about important issues while receiving real-time feedback.



### DEVELOPING PUBLIC-PRIVATE PARTNERSHIPS

Our network of partners in the public, social and private sectors help to stretch the social investments of our clients even further.



### SUSTAINABILITY REPORT WRITING

Through our detailed project reporting, photographic and cinematographic documentation of all our work, we help our clients to communicate about their interventions in a way that engages the reader.



### PROJECT LAUNCH EVENTS MANAGEMENT

The launch of a new project is not only symbolic, but an important forum for all stakeholders to interact and to re-affirm project ownership commitments to ensure sustainability. Our approach is to spend less than 2% of the budget on a micro launch.



### PROJECT BRANDING

Brand visibility is crucial to creating awareness about the projects of our clients. We develop out of the box branding for their projects by working with our branding and communication partners.

# CORPORATE GOVERNANCE | OUR BALANCING ACT



The need for accountability in our operations and provision of our services is the premise on which the firm was built and conceptualised. Kasher means 'doing things right' in Hebrew and the way we ensure that we continue to do things right is through the guidance of our Council of Advisors.

## **THE COUNCIL OF ADVISORS**

This is a small 'lean and mean' team of people who have helped to provide strategic direction and business oversight, especially to the firm's directors on how the firm is managed and our project model. We are very fortunate to have their support and counsel over the years.

### **MR GBOLAHAN MARK-GEORGE**

is an International Finance Specialist, with a keen interest in financial inclusion and micro-finance. He has worked across the continent with governments, international development agencies, and local and international private sector. He is the CEO, Mark-George Consulting. His connections to financial institutions and introductions to the sector have been of immense support to our financial inclusion projects.

### **IWALOLA AKIN-JIMOH**

has worked in community development for 25 years, a specialist in youth development. She is a public health consultant working in reproductive health (girl-child) as well as HIV/AIDS. She advises the firm on our project model as well as linkages with local and international potential clients.

### **MARK ALLEN**

Mark Allen's consulting background, prior to leading public health campaigns in Africa and India around malaria and maternal health, ensures that he is always wearing two hats when giving us advice on business development and management styles.

### **OFOVWE-AIG IMOKUKEUDE**

is the behind the scenes focal person of a family-run Foundation in Lagos Nigeria. Her business background, as well as her interest in international development, fits well with Kasher's business model. She's a master reviewer/ editor with strategic connections in the Nigerian business environment.

# WORKING WITH US



## TRAINING AND DEVELOPMENT

A critical part of our people strategy is continuously investing in developing and growing our people as they work together, providing innovative and sustainable services to the most critical challenges in our society. From engaging employee experiences to providing an environment where our employees thrive, we consciously create and sustain a culture of equality, excellence, and inclusion.

Building our employees' skills through continuous development programmes is an essential component of driving business performance and our programmes take many forms: from structured learning and formal training, such as conferences and workshops, training to internal capacity development sessions.



## PROMOTING EMPLOYEES

At the heart of our core values is innovation.

The way we work is constantly changing and we are taking advantage of technology in empowering our people and business processes.

This year, we have invested in developing our internal information technology (IT) capabilities and have adopted agile ways of working so we can respond much more quickly to the needs of our clients. There has been an increased focus on building capabilities for digital skills.

Teleconferencing tools and electronic meeting software are key tools for achieving collaboration and work.



## FOSTERING EMPLOYEE WELL-BEING

We are committed to providing our people with programmes that enable them to take care of themselves and their families, which fit with their lifestyles. Our employees must be healthy and have a good work-life balance. For example, we have a book club as well as lunch and learn sessions, and offer flexible working arrangements to employees such as compressed work hours.

Also, as part of work benefits, all permanent staff are beneficiaries of a free health insurance programme through our Health Management Organisation (HMO) partner that provides them free quality and affordable health care and services. Besides, we ensure an up-to-date first aid box in the office with employees trained on administering first aid. To ensure our people are their whole best selves, as we constantly look for ways to improve the way they work and live.





# BEING PART OF SOMETHING BIGGER

In 2015, the United Nations launched 17 Sustainable Development Goals (SDGs) to end poverty, fight inequality and injustice, and tackle climate change by 2030. These goals adopted by United Nations Member States provide a framework for how companies can think about their social and environmental impact as they seek to make a positive contribution to improving the state of the world.

The institutions we serve—across the private, public, and social sectors—touch all the 17 goals. While our work with our clients enables us to support their efforts to further many of the SDGs, our social responsibility efforts seek to advance a subset of them.

The SDGs we focus on reflect areas where we see an opportunity to make a difference by deploying our capabilities and expertise, through project design and implementation, strategic advisory and research, sustainability reporting, and volunteering.



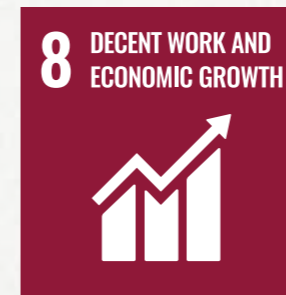
### End poverty in all its forms everywhere

- Trained over 10,000 youths in life and business skills, mentorship and provided business start-up support for youths.
- Improved employability skills through internship and paid employment opportunities. Ensure healthy lives and promote well-being for all at all ages



### Ensure healthy lives and promote well-being for all

- Over 29,000 people benefitted from Net It Out malaria exercise.



### Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

- Over 12,000 youths have participated in unique programmes such as Youth Empowered programmes, internships, job shadowing, and vocational skills training



### Take urgent action to combat climate change and its impacts

- We reduced our carbon footprint, paper usage and harnessed renewable energy sources at our office location
- We have helped customers to be environmentally friendly by adopting and implementing green business practices.



### Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

- Over 6,000 youths have accessed free, quality education content through the Digital Hub as part of our Youth Empowered programme.
- Provided real-life work and experiential learning opportunities for secondary school students through job shadow



### Achieve gender equality and empower all women and girls

- We are conscious about the inclusion of girls and women in our programmes and initiatives
- Ensuring equal opportunities for internship and business support for women.



### Strengthen the means of implementation and revitalize the global partnership for sustainable development

- Facilitated partnerships and collaborations between private sector organisations, government and non-profits

# DRIVING SOCIAL DEVELOPMENT

## HELPING CLIENTS TO HAVE A SOCIAL IMPACT

At Kasher Consulting, we help organisations across the private, public, and the third sectors make sustainable improvements to their social performance and achieve their goals. Our clients are committed to making an impact in their communities either through their products or services, their workforce, or their supply chain. Through our work with our clients, we help them shape their environmental and social impact.

## EDUCATION

According to Solutions for Youth Employment (S4YE), one in three young people worldwide are not in education, employment or training. With an increase in changes in the modern workplace and the limited number of opportunities in the society and labour market, the need for career guidance has also increased. To bridge this gap, over the years Kasher Consulting has strived to help secondary school students get career guidance from professionals through experiential job shadowing.

## TOTAL JOB SHADOW

**TOTAL NIGERIA:** Experiential Learning for Disadvantaged High School Students in Nigeria

### CLIENT CHALLENGE

Students in Nigeria have little or no access to qualified career mentors and counsellors. To help youths make informed career decisions, Total Nigeria is committed to exposing senior secondary school students from government schools to the work environment which provides the opportunity for them to learn about various career options while inspiring them to dream big and become positive change agents despite the many challenges they face.

### SOLUTION

Kasher Consulting worked with Total Nigeria to design and implement the Total Job Shadow initiative. Participants were educated on health and safety practices at the workplace and paired with Total Nigeria employees across various departments to directly experience real work and daily activities and have a one-on-one mentoring session. The students watched short video presentations on Total's global business operations and had an engaging interactive leadership session with Total Nigeria management team.

*“Work is vital by enabling people to build fulfilling, independent lives and contributing to society in a meaningful way.”*

## RESULT

Since 2017, 120 students from eleven secondary schools in Delta, Kano, and Rivers states have benefited from the programme. The project has increased career awareness among beneficiaries and the students have gained significant exposure to business and science careers through the eyes of Total Nigeria by having first-hand experience of the link between classroom learning and work requirements. Also, the programme has improved motivation towards future academic and career success among beneficiaries and shared learning between beneficiaries and their peers, thus encouraging a positive ripple effect on students' performance among participating schools.

TOTAL JOB SHADOW	2017	2018	2019
Beneficiaries	40	40	40
Volunteers	20	16	30
Employee Volunteer Hours	160	128	240

## YOUTH SKILLS AND JOBS

We understand the role of businesses partnering with governments, non-profit organisations, universities and others to educate, train and build a next-generation skilled workforce and bring young people into a more inclusive future of work. Through training, internship, job shadow and volunteering programmes and opportunities, we look to break down the barriers to employment, including equipping youths with employability skills. For businesses, the availability of a skilled workforce is critical. For governments, the detrimental impact of unemployment, both direct and indirect, can be huge.

We have designed and managed considerable project and support for a range of organisations.

## YOUTH MARITIME TRAINING

Oginigba Youth Maritime training was launched in 2017 in Port Harcourt, Nigeria. The project is an innovative community project, which focuses on increasing local content in the maritime industry and equipping youths with relevant skills to become skilled professionals and responsible members of the society. NBC, through the support of Kasher consulting, identified requisite skills in the maritime industry that could immediately create opportunities for youths to become employed and self-reliant in the maritime sector. The beneficiaries were enrolled at Charkins Maritime Institute, where they were trained on the following courses: STCW (Standards of Training, Certification and Watchkeeping for Seafarers), EDH (Efficient Deck Hand), and SPS (International Ship and Port Facility Security); and certified upon graduation after meeting the industry requirements.

*“The training has been good all thanks to NBC. New knowledge has been acquired from the training as well as a good understanding of marine work and what is all about. It’s also a good one that I now understand about life and its ethics, communication and how you can be effective in your society and environment as well as achieving your goals in life.”*

Nkem Frank Ezeeli

## VOCATIONAL SKILLS PROGRAMME

Employment in the vocational and digital industry is growing and Kasher Consulting aligned with this growth to train youths in catering, baking, mobile phone repairs, and computer engineering which was sponsored and supported by Ikeja Electric. The training, which was launched in 2018, centred on hands-on technical skills, entrepreneurship development and mentoring session with volunteer mentors from Ikeja Electric and Slot Mobile Limited. The twelve weeks of training focused on helping the participants to understand the basic skills in mobile and computer engineering and repairs, and it provided them with the resources to be self-employed or gainfully employed in mobile telecommunications organisations.

YOUTH DEVELOPMENT PROJECT	2017	2018	2019
Youth Empowered	1615	2623	5968
Youth Maritime Training	12	-	3
Ikeja Electric Youth Vocational Skills Training	-	39	40

## TRAINING AND PRIVATE SECTOR ENGAGEMENT

At Kasher Consulting, we organise training and institutional capacity development workshops for private sector organisations, non-profit organisations, and the social sector. We facilitate in-house training and external training sessions based on our client preference. Our training is focused to deliver value and measurable results. During the reporting year, we had training session themed from Digital Communications, Non-profit Management, Fundraising and Grant writing. We also provide post-training workshop and evaluation.

In the reporting year, we conducted training and speaking engagements at Lagos Business School, Pan Atlantic University, Help Initiative, and Freedom Foundation.

We facilitated a high-level stakeholder engagement meeting on education for Oando Foundation with representatives from the government, private, and non-profit sectors.

*“Our clients trust us to design and manage employee engagement surveys and activities towards improving performance, productivity and engagement.”*

5

Speaking engagements at CSR and Sustainability events and workshops

2

Social impact assessment studies

1

Sustainability report

## MENTORING, VOLUNTEERING AND EMPLOYEE ENGAGEMENT

We designed various employee engagement initiatives and programmes that have improved employee awareness and appreciation for client CSR initiatives by the employees and communities. In partnership with our clients, 919 employees and professionals volunteered over 8,000 hours on volunteering programmes within their local communities over the reporting year.

### DATA

717

professionals and employees volunteered in our projects from 2017 to 2019

8,500

hours invested in various volunteering programmes

<b>VOLUNTEERS</b>	<b>2017 (HOURS)</b>	<b>2018 (HOURS)</b>	<b>2019 (HOURS)</b>
<b>Youth Development</b>	<b>1533</b>	<b>322</b>	<b>149</b>
<b>Health</b>	<b>20</b>	<b>16</b>	<b>20</b>

## DIGITAL MEDIA

In expanding our social media and digital media footprint, we launched Local Reads project in 2019. The objective of the programme is to encourage literacy among youths and rewards participants with copies of books from guest authors. 40 youths across the country were selected as winners of the pilot edition.

Through our social media channels, we educate, promote and advocate for social causes that align with our goals and objectives. We celebrate UN Days across various focus areas and themes.

Through the Youth Empowered monthly opportunities update, we curate and share resources, career opportunities and tips, entrepreneurship and funding opportunities to over 4,500 youths on our database.

## CLIENT MANAGEMENT AND STAKEHOLDER ENGAGEMENT

Since 2010, we have consistently delivered on improving our services to our clients and stakeholders and our clientele base has increased over the years. We have formal stakeholder engagement plans and frameworks for our projects, initiatives and communities. These communities are host to our clients and their customers, and we want them to be inclusive, sustainable, and prosperous places to live and to work.

Kasher Consulting commits her talent and resources to support non-profits, small and medium Enterprises, student-led businesses, private sector clients build rewarding partnerships for social impact in their communities. We believe we have an opportunity and a responsibility to deploy our resources, our people, and our capabilities to give back.

By doing this, we're working to advance SDG 17, Partnerships for the goals, which is about organisations working together, across sectors to advance the global goals.

## CLIENT DATA PROTECTION AND PRIVACY

We believe that solid data privacy is an integral part of the profession of a leading professional service organisation. Due to the nature of our business, we are privy to sensitive and confidential information of our clients and their businesses. Our employees hold the highest standard and responsibility in protecting confidential information. For digital threats, we invest in cybersecurity systems through our IT support that performs regular audits and checks to ensure the privacy and protection of all our systems while potential threats are promptly identified and treated.

## CASE STUDY

**PROJECT NAME:** Youth Empowered Program

**DATES OF IMPLEMENTATION:** 2017 - 2020

**COUNTRY:** Nigeria

**CLIENT:** Nigerian Bottling Company

**WEBSITE:** [www.youthempowered.ng](http://www.youthempowered.ng)

**PROJECT DESCRIPTION:** The project focuses on empowering and equipping youths aged between 15 and 35 years with life and business skills, employability skills; as well as create access to mentors and professionals that will enable the effective transition into meaningful employment and enterprise development.

Kasher Consulting designed and implemented Youth Empowered Programme in partnership with Nigerian Bottling Company.

**TARGET POPULATION:** Nigerian unemployed youths and budding entrepreneurs from diverse backgrounds.

### RESULTS TO DATE:

Since the programme launch in 2017, Youth Empowered has reached over

**9,946**

**Youths participated in the Youth Empowered program**

**9**

**States across 6 geo-political zones in Nigeria**

**6**

**University campuses**

**8,016**

**Volunteer hours by mentors**

**619**

**Mentors**

**222**

**Internship placements**

9,000 youths with over 40,000 youths applying to attend the workshop.

More than 600 mentors have volunteered from different organisations. 90% of participants expressed that they gained valuable practical skills to aid employment and accepted that the programme was structured in a way that makes it easy to learn and improve skills. 56% of participants surveyed have either started a business or have been employed after attending the workshop and 97% of participants across the three locations accepted that the programme was structured in a way that makes it easy to learn and improve skills.

## INTERESTING FEATURES AND STRATEGY

**Live Workshop session** is a 3-day learning experience, which focuses on life and business skills.

Business professionals, associates as well as external resource persons, who possess the knowledge, experience and passion for impacting youths, were engaged as volunteer **mentors**.

Participants get **internship and job placements** with partners and mentors.

**Digital Hub** provides opportunities for youths who are unable to attend the live workshops to go through the same experience and training online.

Participants pitch viable business ideas and start-ups to a team of panellists selected from local academic and entrepreneurship development community. The winning business idea is taken out for further training using the UNIDO/HP Enterprise Development Curriculum and certified by UNIDO and HP.

**Ongoing support, business advisory and opportunities** is provided to programme alumni through the communications channel.

This project is replicated in various locations and states.

**YE Campus** aims to build the capacity of tertiary students to contribute to increased economic productivity of the country through enhanced skills development in entrepreneurship and innovation.

## A YOUTH EMPOWERED: #DiscoverDevelopSucceed

The youths play a leading role in implementing the 2030 Global Agenda by making significant contributions to the actualization of United Nations Sustainable Development Goals by exploring new and innovative ways to solve problems and create shared value.



Enabling and empowering youths to become entrepreneurs and employable can lead to economic self-sufficiency, stability, and job creation.

NBC flagship empowerment initiative - Youth Empowered - seeks to support youths aged 18-30 across Nigeria. 9,946 young people benefited from live training sessions on life and business skills development across 10 states (Lagos, Rivers, Kano, Oyo, Edo, Kaduna, Enugu, Ogun, Cross River states, and Abuja) and 6 universities in Nigeria. They were provided with a platform to develop their skills, interact with business leaders and mentors and gain internship experience.

639 mentors (business professionals and NBC employees) have volunteered in the business and life skills workshops sessions, sharing personal experiences about their journey to meaningful employment, career guidance and business insights with the youths.

## PERFORMANCE AND DATA



	2017	2018	2019	TOTAL
 No. of trained male	1246	1397	2817	5460
 No. of trained female	369	966	3151	4486

 **10** LOCATIONS  
LAGOS, RIVERS, KANO, IBADAN,  
BENIN, KADUNA, ENUGU, ABEOKUTA,  
CALABAR AND ABUJA.

 **3**  
DAYS

 **639**  
MENTORS

 **10** LOCATIONS  
LAGOS, RIVERS, KANO, IBADAN,  
BENIN, KADUNA, ENUGU, ABEOKUTA,  
CALABAR AND ABUJA.

2017	2018	2019	TOTAL
LAGOS - 321 participants RIVERS - 677 participants KANO - 617 participants	IBADAN - 634 participants BENIN - 555 participants KADUNA - 563 participants ENUGU - 611 participants	ABEOKUTA - 501 participants CALABAR - 534 participants ABUJA - 530 participants <b>YE CAMPUS - 4403</b>	
<b>1,615</b> participants	<b>2,363</b> participants	<b>5,968</b> participants	<b>9,946</b> participants

2017	2018	2019	TOTAL
LAGOS - 52 mentors RIVERS - 56 mentors KANO - 45 mentors	IBADAN - 634 mentors BENIN - 555 mentors KADUNA - 563 mentors ENUGU - 611 mentors	ABEOKUTA - 501 mentors CALABAR - 534 mentors ABUJA - 530 mentors	
<b>153</b> mentors	<b>322</b> mentors	<b>164</b> mentors	<b>639</b> mentors

 **4,403**  
YOUTHS

 **6** CAMPUS  
UNIVERSITIES

CAMPUS	TOTAL
Obafemi Awolowo University	645
Technical University	166
Lead City University	844
Mountain Top University	1,355
Bowen University	433
University of Ibadan	960
	<b>4,403</b>

 **277**  
INTERNS

2017	2018	2019	TOTAL
LAGOS - 53 interns RIVERS - 14 interns KANO - 26 interns	IBADAN - 30 interns BENIN - 25 interns KADUNA - 33 interns ENUGU - 26 interns	ABEOKUTA - 31 interns CALABAR - 18 interns ABUJA - 21 interns	
<b>93</b> interns	<b>114</b> interns	<b>70</b> interns	<b>277</b> interns

26

BUSINESS SKILL SESSIONS

16

LIFE SKILL SESSIONS



28

PARTNERS COLLABORATED ON THE PROJECT

2017 6 PARTNERS

2018 10 PARTNERS

2019 12 PARTNERS



3,240

VOLUNTEERS HOURS



108 VOLUNTEERS



10 LOCATIONS

LOCATIONS	NUMBER OF VOLUNTEERS	NUMBER OF HOURS VOLUNTEERED
LAGOS	9	270 Hours
RIVERS	8	240 Hours
KANO	12	360 Hours
IBADAN	10	300 Hours
BENIN	9	270 Hours
KADUNA	12	360 Hours
ENUGU	9	270 Hours
ABEOKUTA	11	330 Hours
CALABAR	10	300 Hours
ABUJA	10	300 Hours
YE CAMPUS	8	48 Hours
	<b>108</b>	<b>3,240 HOURS</b>

REGISTRATION	JOB CREATION/BUSINESS	TRAINING QUALITY/MENTORSHIP	RECOMMENDATION
44% of youths registered were females	53% of YE youths surveyed have either started a business or have been employed after YE	88% of YE youths surveyed rated the quality of the training content as excellent	88% of YE youths surveyed will recommend the training to their friends and colleagues.
50% of YE youths trained are graduates.	99% of YE youths surveyed improved their personal, social and professional life after YE	93% of YE youths who received mentorship support reported that YE improved their life and business skills	





**45,833**

**REGISTERED**

**9,946**

**YOUTHS TRAINED**

**5,550**  
MALE TRAINED

**4,336**  
FEMALE TRAINED

# 2017 - 2019 PROJECT in numbers

**3,240**

**HOURS  
VOLUNTEERED**

**633**  
**INSTITUTIONS**

**108**  
**volunteers**

**10**  
**LOCATIONS**

**639**  
**MENTORS**

**28**  
**PARTNERS**

**6**  
**UNIVERSITIES**

**277**  
**INTERNSHIP  
PLACEMENT**

**26**  
**BUSINESS SKILLS  
SESSION**

**16**  
**LIFE-SKILL  
SESSION**

## SUCCESS STORIES

Damola Obisesan has always wanted to be a doctor; it had been his childhood dream, as a result of protracted childhood illness; after that, he yearned to be like the doctors who saved him.

Born into a family of 6, with government workers as parents, it never crossed his mind to take an interest in business. He had always looked forward to being a doctor.

While in his 6th year of studies at the College of Medicine, University of Ibadan, his friend invited him to attend the Youth Empowered programme in May 2018, he reluctantly agreed, since he wasn't convinced that, he needed the training.

He was surprised to learn anybody could be in business. He understood it was not about making money but about creating and adding value to his community. He left the programme on the third day much convinced that he could start and run a successful business. After that, in his final year at the university, Obisesan created an online business directory to help artisans gain visibility as new clients can easily make contact with them through the Internet.

This initiative was made possible through the Youth Empowered programme that Obisesan attended in May 2018, where he received additional online training materials which consequently aided him to create this valuable platform. Remarkably, it took seven months after the programme in May for ISEOWO to begin operations in December! However, ISEOWO was officially launched in August 2019, with about 30 listings on the platform. More businesses came on board subsequently.

**Damola Obisesan**

"I learnt about some employability skills which made me perform well during the interview session, and I got a job immediately after my service year!"

**Adeola Odesanya**

"After learning vital business skills during Youth empowered Lagos, I have been able to start my coconut oil business with N1,000 and presently, my business is worth N 100,000."

**Anyebe Benedict | YE Lagos**

Ademola Adesokan, a promising young engineer, was privileged to participate at the 2018 Youth Empowered workshop in Kaduna. He applied the lessons from the life skills session in subsequent job and training applications, and this has had a long-lasting impact on his career. The training facilitated his one-year internship in Shell. With his new job, he can support at least 50 family members and friends.

Speaking on his experience after the workshop, Adesokan revealed that **"The training empowered me to be among the 26 selected candidates from the pool of over 5000 applicants for SAP training in Lagos, which cost \$ 25,000 for each successful candidate and I am currently doing my internship at Shell Lagos."**

**Ademola Adesokan**

**"The training improved my critical thinking ability to think outside and beyond the box, by creating new ways to solve problems; the training helped me know more about communications and interrelationships to be a team player, also, to know more about leadership. After the training, I rebranded myself, focused on my strengths, and tried to improve on my weak points."**

**"As a creative content writer, animator, and graphic artist, I got to know that creativity and innovation is gold in my profession. I realised that events in schools and organisations are primary avenues to explore my creativity. Now I'm using everything I learnt from the workshop in my career and passion."**

**Munir Odunaye**

**"Before YE 2017 workshop held in Port Harcourt, I used to have the wrong notion that capital is the first thing needed to start a business. In the course of the training, I discovered that the most important thing is having a viable business idea. I applied the knowledge acquired during my post-summit business funding application, and my business plan was selected for funding. I am so Empowered! A big thank you to the management of NBC and stakeholders."**

**Frederick Kelechi Onu | YE Port Harcourt**

# SUSTAINABLE ENVIRONMENTAL PRACTICES



*"We understand that the actions and inactions of our organisation have an impact on our environment, which can be positive or negative, but it is rarely neutral."*

The focus of our environmental impact during the reporting period was to further reduce energy usage, encourage recycling, responsible consumption and reduce paper consumption. Using other smart and innovative approaches, we work to reduce the environmental impact of our business activities.

Guided by our Environmental Framework, we are dedicated to the protection and conservation of the environment by taking responsibility in environmental stewardship and minimising the impact of our activities on the environment. We support environmental protection initiatives with our clients, partners, and suppliers.

## **BUSINESS PROCESS**

Through our standard operating procedure, we ensure that our business process supports environmental protection with materials and methods that reduce waste according to the principles of reducing, reuse, and recycle while ensuring efficiency. We are working towards a "paperless" filing and documentation system.

## **TRANSPORTATION AND CO-WORKING**

Our consultants/employees embrace teleconferencing tools and electronic meeting software's to work that enable effective remote communication and collaboration. We reduce travelling and commute by promoting multi-passenger use of rented automobiles, as well as utilizing mass transit system, where possible. We offer flexible working arrangements to employees such as telecommuting and compressed work hours. It not only helps to provide sustainable transportation practices, it also reduces project costs to our client.

*“The world faces a critical moment in tackling the challenges of climate change, environmental pollution, and responsible use of resources. Our planet supports our lives and our work. We all have a role to play in protecting it for future generations. We recognize our responsibility to operate sustainably, and we seek to use our assets to support others who are working to improve the environment.”*

### **SUSTAINABLE AND EFFICIENT ENERGY CONSUMPTION**

As part of our efforts to reduce carbon emissions, we regulate the use of generators in our offices and promote the use of rechargeable inverters and solar energy. We invested in solar power systems, inverters, and batteries. We also ensure batteries are installed in well-ventilated enclosures, to avoid harmful emissions. Our office is green with beautiful plants and orchids.

### **RECYCLING AND WASTE DISPOSAL**

We have well-placed bins within our office premises for general use as well to encourage recycling. We manage and dispose of waste in an environmentally safe and responsible manner.

### **REGULATORY COMPLIANCE**

Kasher Consulting operates in full compliance with environmental laws and regulations and our activities meet or exceed the requirements that relate to our firm. We conduct reviews of our environmental policy and performance; continually improve our performance through the application of new approaches and technologies to meet set targets and goals.

### **ADVOCACY AND AWARENESS**

We contribute to climate action by actively promoting environmental sustainability and accountability both internally and externally with our clients and utilize any opportunity to raise awareness of opportunities to minimize environmental footprint. We designed and implemented World Environmental Day 2018 Employee Engagement activity for Union Bank Nigeria.

### **PARTNERSHIPS, COLLABORATION AND SUPPORT**

We apply our environmental skills for promoting environmental awareness, initiatives, responsibility, and best practices within our local community and with our partners, clients, customers, and vendors and encourage implementation of environmentally sustainable practices.

## **CASE STUDY: UPCYCLING PROJECT**

**UNION BANK NIGERIA:** Upcycling Plastic Waste in Lagos State

### **CLIENT CHALLENGE**

Lagos state is estimated to generate 2,250 tonnes of plastic waste daily which result in 821,250 tonnes annually of recyclable waste. A large portion of the plastics waste generated is not being recycled and creatively utilized due to poor waste management systems and behavioural attitudes to waste management. As a result, a large portion of plastic waste are littered across the state, in dumpsites, landfills, and water ecosystems all with negative multiplier effects.

### **SOLUTION**

Kasher Consulting in partnership with Union Bank Nigeria designed UBN Upcycles Project. 544 student and 37 Union Bank Nigeria employees participated in creative activities of transforming PET bottles into new materials and products in a creative and interactive learning experience.

### **RESULT**

The initiative improved environmental awareness of students and employees. Classroom products and tools were upcycled from PET bottles with the guidance of Union Bank employees and mentors. The initiative helped the students to develop critical life skills such as teamwork and creativity.

# OVERVIEW



## KASHER CONSULTING'S FINANCIALS 2017-2019

The firm has seen significant growth in its client portfolio as well as a diversity in implemented projects.

### YOUTH DEVELOPMENT

Our support of the Nigerian Bottling Company's YouthEmpowered project from 2017-2019 has resulted in a notable increase in our youth development-related projects. This strategic partnership has resulted in training and mentoring of 9946 young people across 10 states in 6 geo-political zones and 6 universities in Nigeria during this reporting period.

### SUSTAINABILITY REPORTING AND IMPACT ASSESSMENT

Our consultants/employees We continue to grow our client base in the area of Sustainability Reporting and Impact Assessment, with an added service of stakeholder mapping in specific sectors. We provide a 'one-stop shop' solution in the delivery of modern reports which include data gathering, writing, editorial, design as well as printing.

### ENVIRONMENT AND HEALTH

We are excited about growing our environment and health project portfolios, working with a few new international clients to deliver business-related projects along with the waste management and recycling value chain as well as supporting a social enterprise start-up using an innovative app to provide health-related solutions to the end-users.

## TRAINING

Our training portfolio is in partnership with the Sustainability Centre of the Lagos Business School, where the Principal Consultant is a facilitator, however, our support of organisational development with NGOs remains a part of our commitment towards contributing to the development of the social sector in Nigeria.

## EDUCATION

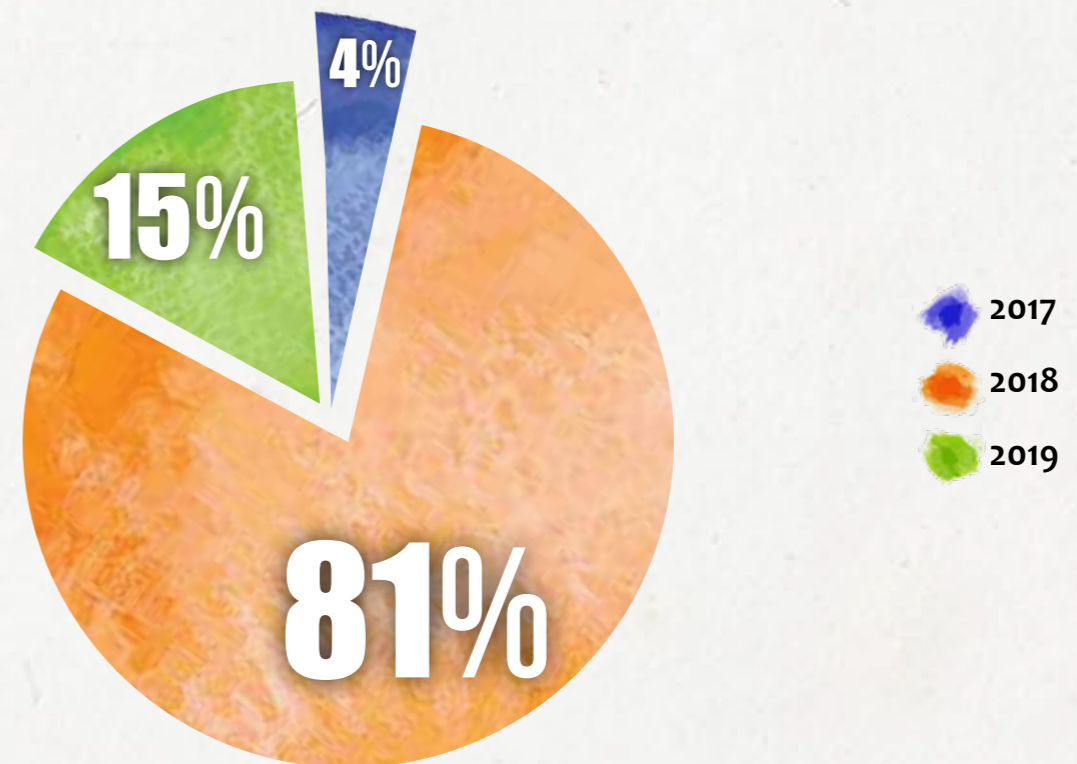
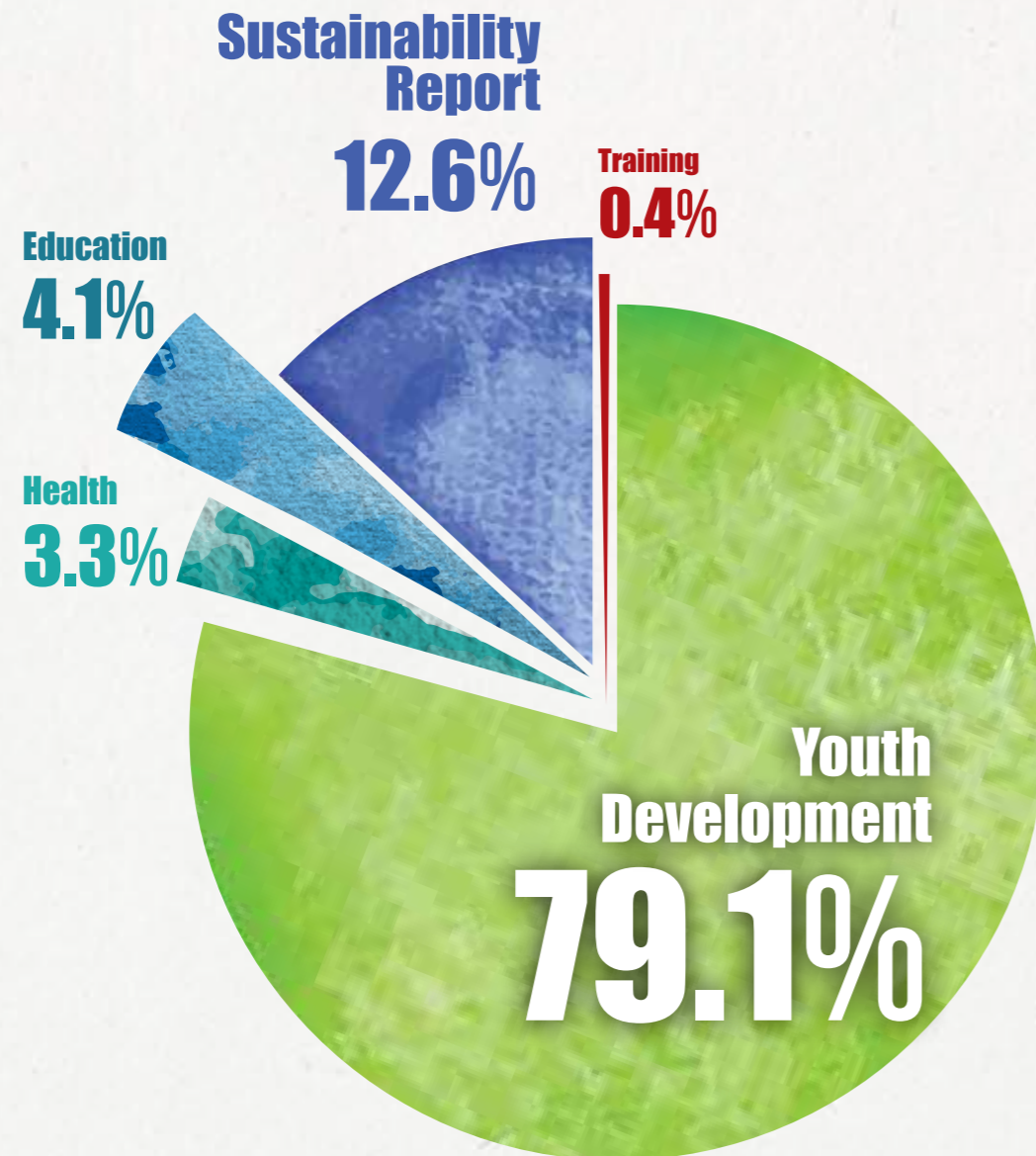
We expect our CSR spend to increase year on year in terms of our investments in fostering a reading culture through our flagship project, LocalReads, which also supports Nigerian authors.

We remain fully compliant with all regulatory authorities regarding our tax liabilities and annual audited accounts.

## PROJECT BENEFICIARIES

YEAR	2017	2018	2019
Project Beneficiaries	1,687	32,256	6,085
The percentage share of total <sup>1</sup>	4%	81%	15%
Growth rate	-	1812% <sup>2</sup>	260% <sup>3</sup>

Note: Health projects accounted for 73% (29,260) of total project beneficiaries from 2017 to 2019 while youth development projects accounted for 25%



<sup>1</sup> Percentage share from 2017 to 2019

<sup>2</sup> Percentage change of direct project beneficiaries from 2017 to 2018

<sup>3</sup> Percentage change of direct project beneficiaries from 2017 to 2019



# INTERVENTION SNAPSHOT



VOLUNTEER HOURS



PRIVATE SECTOR  
EMPLOYEE VOLUNTEERS



TRAININGS



PROJECT PARTNERS



REPORTS  
(SUSTAINABILITY REPORTS  
& SOCIAL MAPPING)



ENVIRONMENTAL  
PROJECTS



HEALTH PROJECTS



YOUTH EMPOWERMENT  
PROJECTS



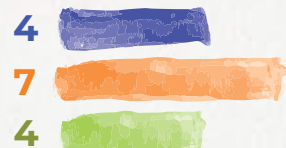
EDUCATION PROJECTS



INTERNSHIP



PROJECT STATES



PUBLIC SECTOR  
ENGAGEMENT



PRIVATE SECTOR  
CLIENTS



PRIVATE SECTOR  
ENGAGEMENT



STAKEHOLDER  
ENGAGEMENT

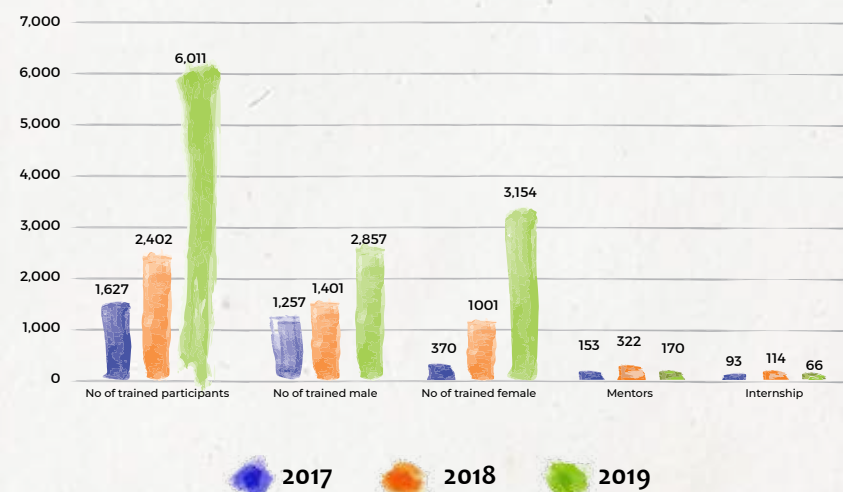






# OUR IMPACT IN YOUTH DEVELOPMENT

	2017	2018	2019		% Change From 2017 To 2018	% Change From 2017 to 2019
No of trained participants	1,627	2,402	6,011	<b>10,040</b>	48%	269+%
No of trained male	1,257	1,401	2,857	<b>5,515</b>	11%	127%
No of trained female	370	1001	3,154	<b>4,525</b>	170%	752%
Mentors	153	322	170	<b>645</b>	110%	11%
Internship	93	114	66	<b>273</b>	23%	-29%
States	Lagos, Rivers, Kano (3)	Oyo, Edo, Kaduna, Enugu, Lagos (5)	Oyo, Osun, Ogun, Cross River, FCT, Lagos (6)	<b>11</b>	67%	100%





<sup>4</sup> There was a decrease as a result of some factors (reduced life workshop locations, youth unwillingness to intern, limited internship slots)




# OUR IMPACT IN HEALTH

## HEALTH PROJECT

**1,961**   
BENEFICIARIES  
  
average of **3-9** people  
per household

  
**1,000**  
NETS DISTRIBUTED

 **250**  
MALARIA TESTS  
CONDUCTED

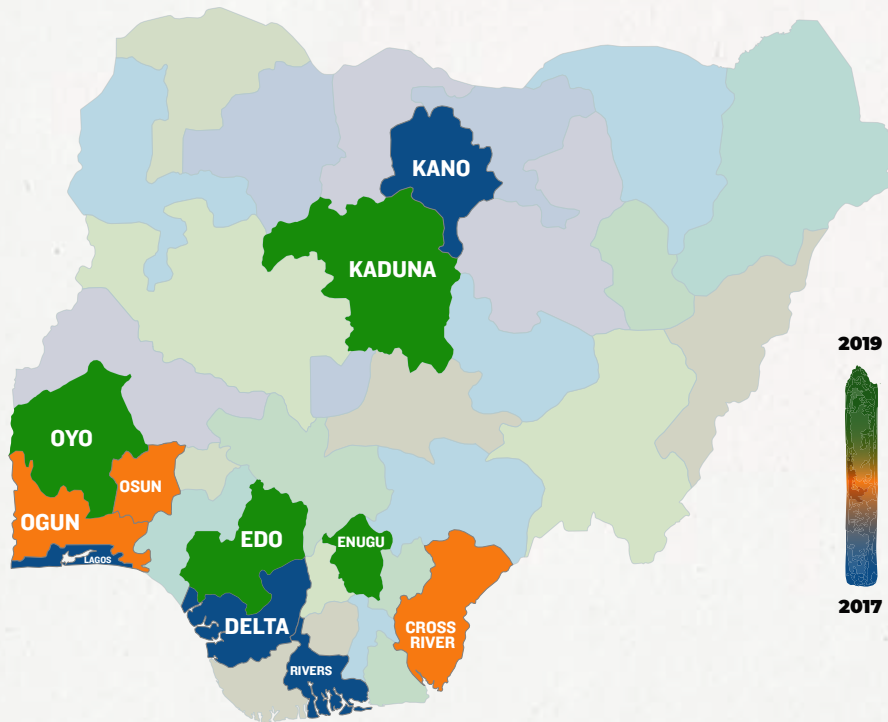
  
**250**  
RAPID DIAGNOSTICS  
TEST KITS DONATED

**49**   
Health workers trained in  
rapid diagnostic Testing

 **46**  
pregnant women and  
new-born reached



# PROJECT STATES

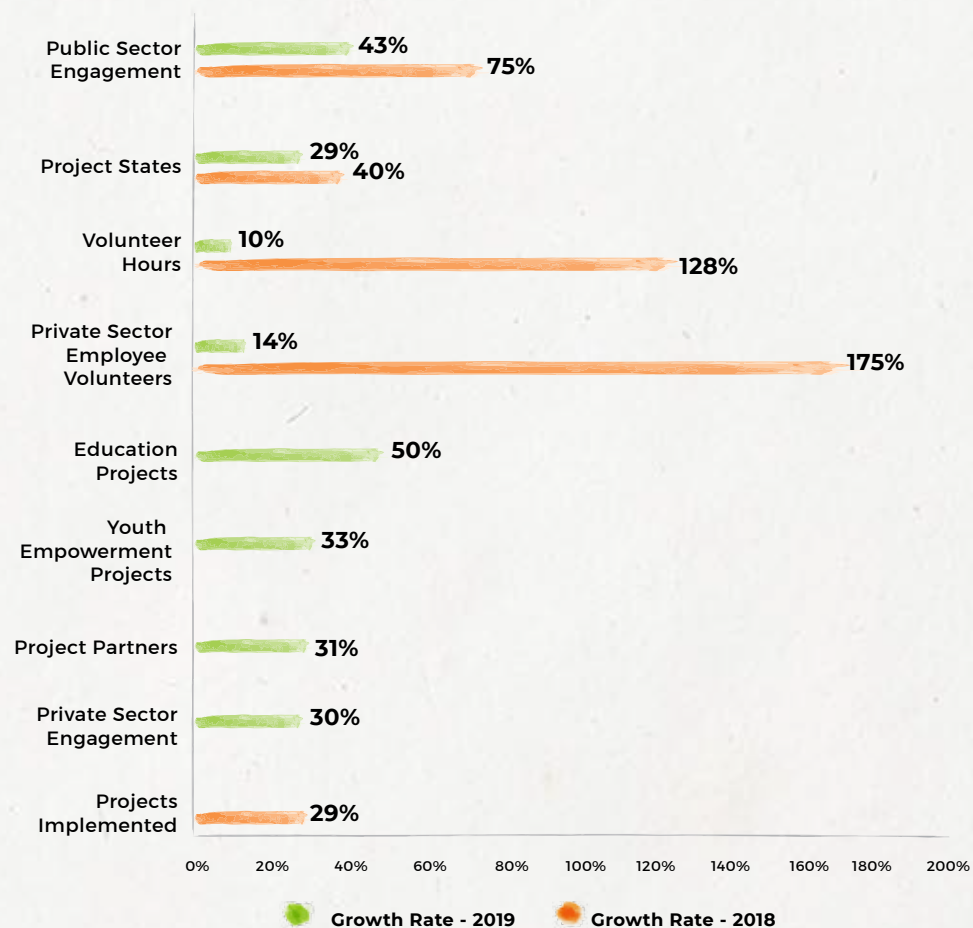


	PROJECT STATES	STATES
2017	4	Lagos, Rivers, Kano, Delta
2018	7	Oyo, Edo, Kaduna, Enugu, Delta, Lagos, Kano
2019	7	Oyo, Osun, Ogun, Cross River & Abuja. Lagos. Rivers



# GROWTH RATE

PROJECT STATES	GROWTH RATE 2018 <sup>5</sup>	GROWTH RATE 2019 <sup>6</sup>
Projects implemented	29%	0%
Private Sector Engagement	0%	30%
Project Partners	0%	31%
Youth Empowerment projects	0%	33%
Education projects	0%	50%
Private sector employee volunteers	175%	14%
Volunteer Hours	128%	10%
Project States	40%	29%
Public sector engagement	75%	43%



<sup>5</sup> Percentage change from 2017 to 2018

<sup>6</sup> Percentage change from 2017 to 2019

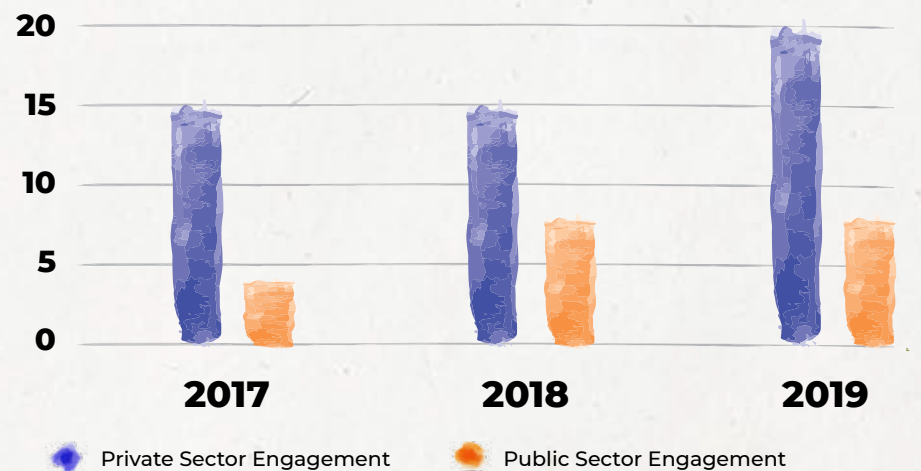




# SECTOR ENGAGEMENTS

SECTOR ENGAGEMENT	2017	2018	2019
Private Sector Engagement	14	14	20
Public Sector Engagement	4	7	7

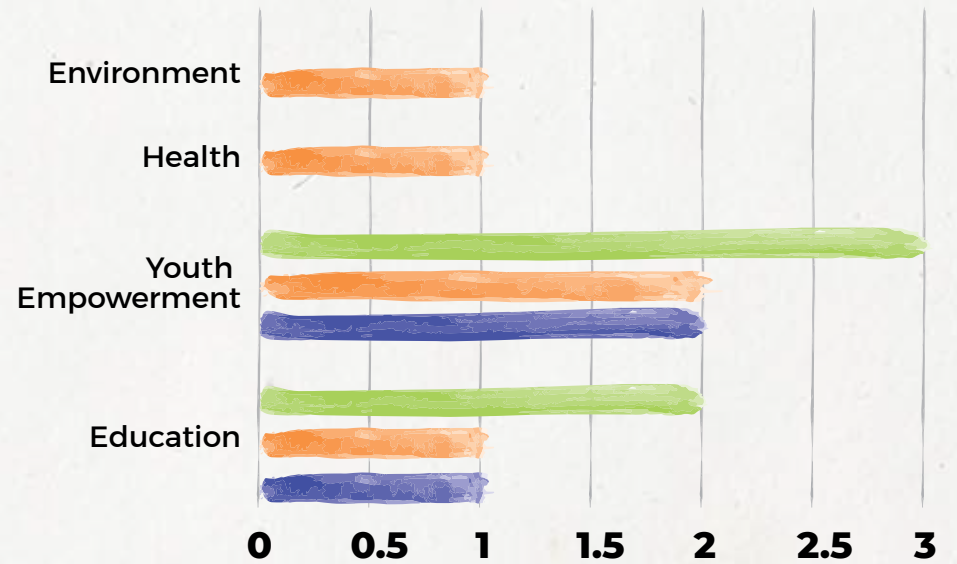
2017 2018 2019

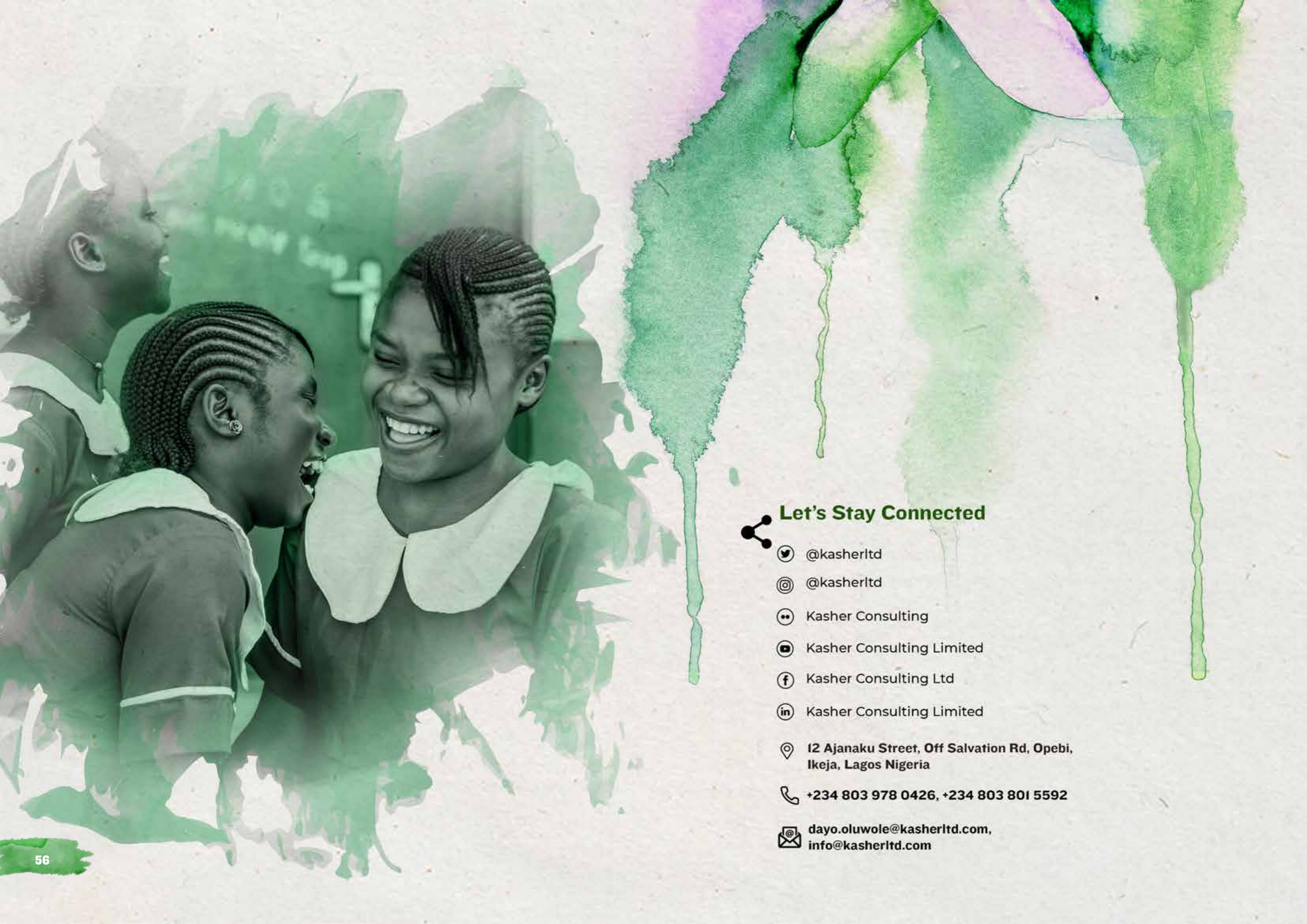





# SECTORS IN FOCUS


SECTOR	2017	2018	2019
Education	1	1	2
Youth Empowerment	2	2	3
Health	0	1	0
Environment	0	1	0








## **Let's Stay Connected**


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