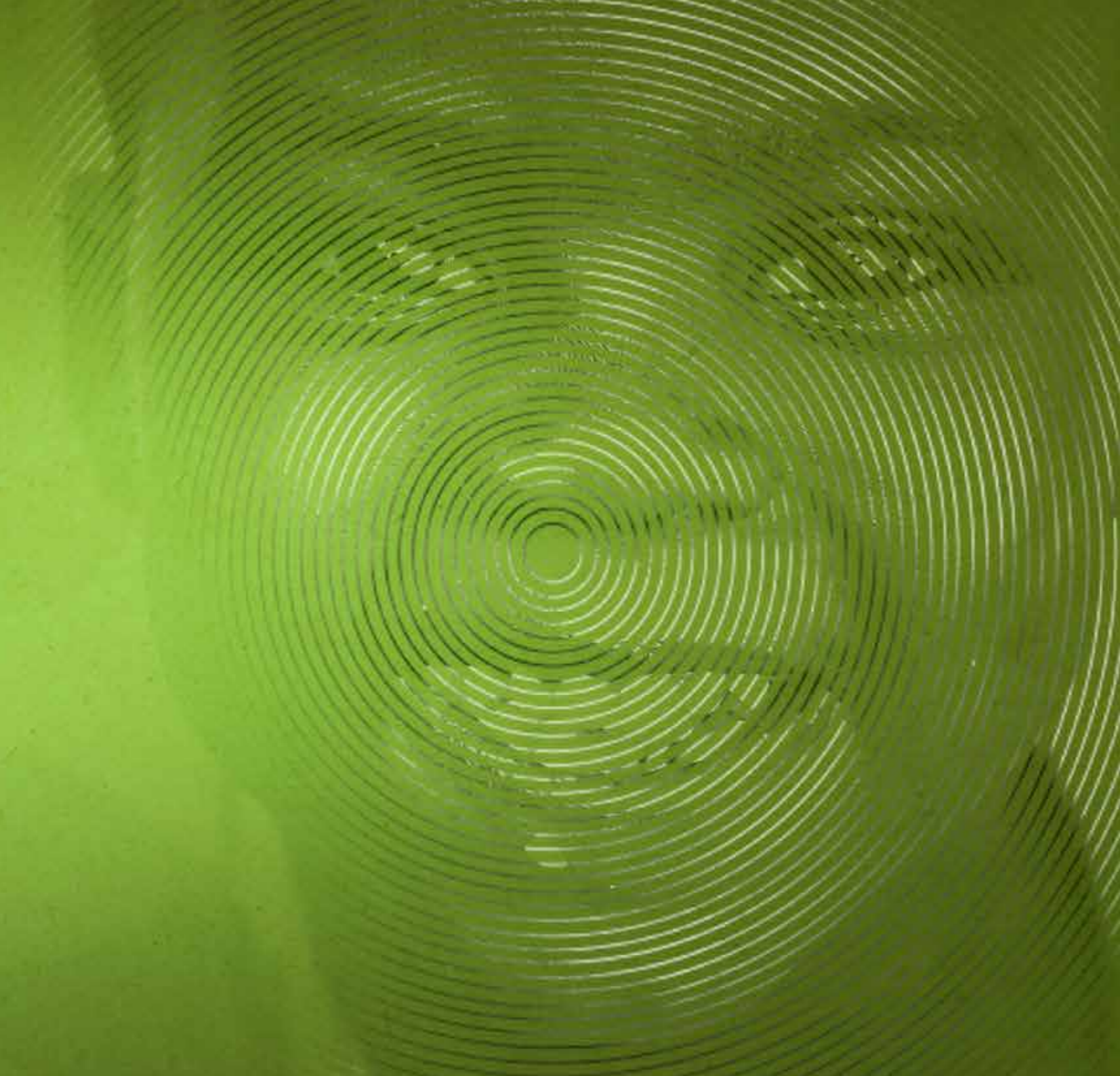




**OWNERSHIP
PARTNERSHIP
DEVELOPMENT**

SUSTAIN
ABILITY
REPORT
2015

ABOUT US





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 the society and how they have been able to transform the lives of people in different communities.

SCOPE

This report covers our fiscal years of 2014 and 2015, and it focuses on the developmental projects we engaged in with our clients. Throughout this report we made reference to information from our annual report and other information that are available on our website. We have compiled this report in accordance with the basic criteria of G4 reporting guidelines of the Global Reporting Initiative (GRI).

MATERIALITY

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. Also, we value and welcome all comments and enquiries about our sustainability report through email at info@kasherltd.com



MESSAGE FROM OUR PRINCIPAL CONSULTANT



Dayo Oluwole
Principal Consultant

True development, the one that is owned by the beneficiary, supported by a donor, sustained and strengthened by the relevant government agency, has started gaining momentum in Nigeria.

Nigeria is a 'weird and wonderful' environment full of contradictions, hopes and fears. We have been bombarded by foreign aid from the international community for decades and hundreds of projects have been implemented across the nation in every sector. How have these benefited the poorest of the poor, the bottom of the pyramid, where more than 70% of Nigeria's population can be found? Arguably, we have progressed as a nation on so many levels, albeit slowly.

Education, a central area of focus for the firm, remains between a rock and a hard place, with a failed education system; it will take a few generations before policy and practice align. Teachers are untrained, under-valued and there is no enabling or conducive environment for children to learn and develop. The education system from the primary to the tertiary level has failed the Nigerian child.

Our work with the private, social and public sectors is premised on contributing to ensuring that 'true development' is a reality. Sustainability is a collective effort which strengthens the beneficiaries' ability to take ownership of the solutions to their problems, ensures that government plays its role and funding partners think more strategically about where and why they are investing in a community.

The symbiotic link between community and business in the country continues to remain hinged on civil society being more active and playing a pivotal role in bridging the gap between the two. Kasher is the connector for creating a shared value for business as well as populations around the communities they operate in.

Over the next three years, we will develop concepts that are gender focused on women and financial inclusion, out of school girl-child in the North and boy-child in South-South/South-East. Also, we will build on our successes with the guidance and counselling centres to pilot and scale up career centres in universities across Nigeria.

I remain a hopeless optimist (clearly I am a woman of contradictions) about true development in Nigeria, where everyone's basic right to life is protected and we enjoy the benefits of being a part of the democratic process.

Our promise of world-class community projects that are sustainable and would not break the bank continues to be driven by creativity and innovation.

OUR VALUES

We are guided by the following values at Kasher Consulting. These values shape our company. We believe that putting these values into practise 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 best environment practices.

OUR COMPANY

At Kasher Consulting, we are committed to being a responsible consulting firm and making positive contribution to the development of the 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:



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.

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.

COMMUNITY PROJECT MANAGEMENT

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

ACCOUNTABILITY REPORT WRITING

Through our detailed project reporting, photographic and cinematographic documentation of all our work- we will help our client's communicate about their interventions, in a way that engages the reader.

PROJECT BRANDING

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



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 support external communications about the impact of our client's interventions.

FACILITATION

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

MEDIA ENGAGEMENT

Our extensive network with traditional and non-traditional media houses will ensure that the projects of our clients receive visibility



CAPACITY BUILDING TRAININGS AND WORKSHOPS

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

MONITORING AND EVALUATION

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

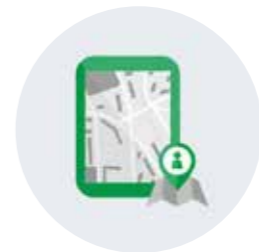


PROJECT LAUNCH EVENTS MANAGEMENT

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.

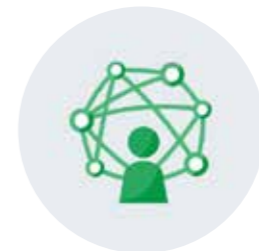
COMMUNITY ENGAGEMENT/ STAKEHOLDER MAPPING

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



DEVELOPING PUBLIC- PRIVATE SECTOR PARTNERSHIPS

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



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.



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 project.

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



“Partnering with Kasher has been an extremely rewarding experience. The passion for perfection is second to none! I can say with pride that Kasher is a local organization with global standards. Well done team Kasher.”

Babatomiwa Adesida, Team Lead, Sahara Foundation (Global)

STAKEHOLDER ENGAGEMENT

We understand and appreciate the value of being active members in our communities through constant engagements with our stakeholders. Our project model is the 'bottom-up' participatory approach, where all stakeholders meet in the 'middle' in a spirit of collaboration.

We align with the Nigerian government's policies and strategic direction in all our focus areas. The opinions of our stakeholders are important and critical to our growth as an organisation; therefore, we have employed different methods, formally and informally, of gathering and exchanging ideas with our stakeholders so that we can listen and learn from them. We have held capacity building workshops and trainings, where we have had different sessions with our stakeholders to gain alignment and insights into our project(s) design and re-structure.

Our employees also contribute significantly to our vision of setting a standard of excellence in the provision of our consulting services. Respect and care amongst our employees is part of the Kasher Way, in an open environment that offers employees opportunities to grow personally and professionally.

We encourage and invest in our team to gain new skills and experience.

'The Ovie Brume Foundation (OBF) engaged the services of Kasher Consulting in 2011 to undergo an organisational restructuring and we worked closely with them for a year. Dayo and her team are deeply knowledgeable of the nonprofit sector both locally and internationally. They approached the task methodically, in a skilled and professional manner, enabling us to put in place the necessary structures, policies, procedures and best practices to transform our organisation into a world class NGO. Dayo herself is passionate and enthusiastic about the nonprofit sector and brought an energy and dynamism to the transformation process that was instrumental in the success that we have been able to achieve. I highly recommend their services.'

OFOVWE AIG-IMOUKHUEDE, Board of Trustees, The Ovie Brume Foundation

OUR CLIENTS OVER THE YEARS

- SPEAK UP AFRICA (USA)
- IKEJA ELECTRIC DISTRIBUTION COMPANY
- TOTAL NIGERIA PLC
- SAHARA ENERGY GROUP (FOUNDATION)
- MALARIA NO MORE
- WATER HEALTH INTERNATIONAL (USA)
- NATIONAL AGENCY FOR THE CONTROL OF AIDS
- LAFARGE WAPCO
- CHILDREN DEVELOPMENT CENTRE
- WOFAN
- LADY MECHANIC INITIATIVE
- NIGERIAN BOTTLING COMPANY
- THE OVIE BRUME FOUNDATION
- MINISTRY OF WOMEN AFFAIRS, LAGOS STATE
- THE LAGOS BUSINESS SCHOOL, SUSTAINABILITY CENTRE
- PLYCON LIMITED
- PAN AFRICAN UNIVERSITY
(SCHOOL OF MEDIA & COMMUNICATIONS/ENTERPRISE DEVELOPMENT CENTRE)
- UNICEF NIGERIA
- YOUTH EMPOWERMENT FOUNDATION
- ENACTUS (AFRICA REGION)
- THE TY DANJUMA FOUNDATION
- LEGAL AID COUNSEL OF NIGERIA



'The NGO Sustainability workshop by Kasher facilitated by Dayo Oluwole was a motivating experience for me! It brought to light how NGOs need to have a long term plan to be relevant for years to come. Little things do matter and add up at the end of the day, especially now when there is a need to stretch the dollar or the equivalent more! It brought creativity to managing an NGO especially when she mentioned the quality of people needed to support the vision of a NGO! It was a worthwhile engagement!'

Ronke K-Alabi MSPH, PhD(c) Director General (Head Research) Center for Health Data and Research (CHDR)



EDUCATION

Education is unarguably the key to unlocking the vast potentials in a person. We value education at Kasher, especially the education of the Nigerian Youth, which makes up 70% of population. This ignored emerging 'Power Block' is where investment must be directed by providing them with access to quality education.

In 2014 and 2015, we have partnered with our clients to improve the educational sector in the community. Below are the various CSR initiatives implemented on education:

Guidance and Counselling Centres

In 2014, we partnered with Sahara Energy Group to create a Guidance and Counselling Centre at Eko Akete Senior Secondary School in Lagos. When the centre was completed, there was a need for a capacity building workshop for a Guidance and Counselling Training for the teachers, so we held one in 2015, where we trained and equipped 20 teachers on providing quality guidance and counselling services for the students. Also, there was a career week organised for the students to help them choose wisely their career paths in life. We also had an interactive forum where celebrities who have excelled in different fields came to share their experiences on how they chose their careers with the students.

In 2015, we also partnered with Sahara Energy Group to construct a Guidance and Counselling Centre at Karu Government Secondary School in Abuja, which has benefitted over 5,000 students from 5 secondary schools. This centre was constructed to help secondary school students to be able to make early career choices. The centre also has an updated library.

School improvement | Renovation

In 2014, we embarked on a school renovation project in Abuja with Sahara Energy Group. LEA primary school, a government owned school received a new look and an improved play area after the completion of the project. The school became once more conducive for learning. Also, clean water and power supply were made available in the school.

Scholarship Programme

In 2014, we carried out a CSR initiative with Sahara Energy Group to provide scholarships for less privileged pupils at Ibafor Primary School in Ajeromi/Ifelodun LGA, Lagos. The scholarship programme did not only cover their tuition fees; it also gave them free medical insurance as well as catered for their personal needs like buying school bags, books, school uniforms etc. The project is still running and 10 pupils are currently on this scholarship programme.



Health Education

To encourage hygienic practices in Ibafo Primary School, Sahara Foundation with support from Kasher installed sanitation facilities such as water supply and hand washing bays to serve over 300 students, and instituted a health club which promotes sanitation and health education.

Read to Me Literacy Project

In 2014, in conjunction with Sahara Energy Group, we distributed free story books to 946 pupils from 5 Government primary schools in Lagos State and Rivers State, to encourage the love for reading, not just for academic purposes but for pleasure, among pupils.

Acquisition of Vocational Skills

The need for students to have a form of vocational training is imperative for the growth of our society. Therefore, we partnered with Sahara Foundation in 2014 to upgrade a community vocational centre in Oshodi, Lagos State. The vocational centre has a fully refurbished Clothing and Textile laboratory with adequate sewing machines, weaving machines and other sewing accessories to provide quality vocational training for its students.

Scaling up, we partnered again with Sahara Energy Group in 2015 to construct a modern Home Economics laboratory at the vocational centre in Oshodi, Lagos State, which now offers culinary training to over 1,000 pupils from 15 public primary schools within Oshodi/Isolo LGA, and to other youths who are willing to learn, within this area.

Job Shadowing

Job shadowing helps students to experience the work environment through active learning. The students spend a few hours in a day with professionals working in their areas of career interest. This has become an effective tool for learning. So, in 2014, we collaborated with Sahara Energy Group to give 15 students, selected from three schools in Lagos Education District III, an experience of what it looks like to work in the different departments at Sahara Energy Group.

Also, in 2015, we partnered with Total Nigeria Limited to organise another Job Shadowing programme for 30 students from Amuwo Odofin Senior High School, Imoye Secondary School and Dr. Lucas Memorial High School, Lagos State. The students were paired with staff of Total's Blending Plant, Kirikiri, Apapa and worked with them for a full day.

"We partnered with Kasher Consulting for our 'Market Clean Up' Corporate Social Responsibility exercise in December 2015 - this involved cleaning 6 markets in 2 days - and we are delighted with how organized and professional they were. Ikeja Electric is keen on excellence hence all projects we undertake must be of the highest quality, this is what we got from Kasher. I look forward to partnering with Kasher in future and would highly recommend working with them."

Titi Aikhomu, Head of Communications, Ikeja Electricity Distribution Company



HEALTH

The Nigerian health system has failed at every level. A child with malaria or malnutrition is unable to attend school; poor maternal health care and increasing maternal deaths are leaving young children without primary carers. In partnership with our clients, we identify the critical health issues and contribute to solving them.

Eliminating Malaria in Nigeria via Behavioural Change Communications

Since 2014, we have partnered with Malaria No More to carry out a robust malaria campaign that has sensitised millions of Nigerians through radio, television, SMS, Ring Back Tunes, newspaper advertorials, entertainment and lifestyle blogs and social media. In the course of this campaign, Malaria No More, in partnership with ExxonMobil and the Federal Ministry of Health, launched its innovative NightWatch campaign as part of its 'Malaria Free Nigeria: Play Your Part' Campaign; this campaign was supported by celebrities like Bez, Waje, Femi Kuti etc. to disseminate anti-malarial messages to help eradicate malaria in Nigeria. Also, Malaria No More collaborated with Alere to donate 800,000 free rapid diagnostics test kits in 2015.

The campaign has constantly educated the public on the severity of malaria as a public health issue in Nigeria and how to protect and treat themselves from the disease. This campaign has helped to reduce malaria deaths in Nigeria.

Sensitisation and Net Hanging Campaigns

In 2014, we collaborated with Sahara Energy Group to raise the awareness of malaria by organising a one-day road show in Ijora community, Lagos State, which featured health practitioners addressing people within the community on the causes and prevention of malaria. We also carried out massive distribution and hanging of Long Lasting Insecticide-treated Nets (LLINs) in 150 households in the community.

Also in 2014, we distributed over 1,000 nets to pregnant women and children under 5 in 3 health centres in Enugu State. This distribution was carried out by Total Nigeria in partnership with Malaria No More, the State Ministry for Education and the State Malaria Elimination Programme.

We carried out another circulation on World Malaria Day in 2015, by teaming up with Total Nigeria Plc, to distribute and to hang Long Lasting Insecticide-treated Nets (LLINs) in 500 households in Ibafor community, Lagos State.

Advocating for a Pneumonia free Nigeria | Speak Up Africa

Pneumonia remains a significant threat to Nigerian children under 5. In 2015, we began a partnership with Speak Up Africa (USA) through a UNICEF/Bill & Melinda Gates Foundation grant to create awareness to primary care givers across Nigeria about the early warning signs of the disease and to seek professional care at the nearest primary health centre. Our first milestone was in the recruiting of the wife of The Nigerian President, Mrs. Buhari as the first Global Pneumonia Ambassador. The project will progress in 2016 with a campaign against pneumonia that will be launched and aired nationwide.



ENVIRONMENT

Environmental stewardship is a core value for the firm as well as our clients. We continue to develop innovative concepts that ensure a healthy planet for the next generation.

Sanitation

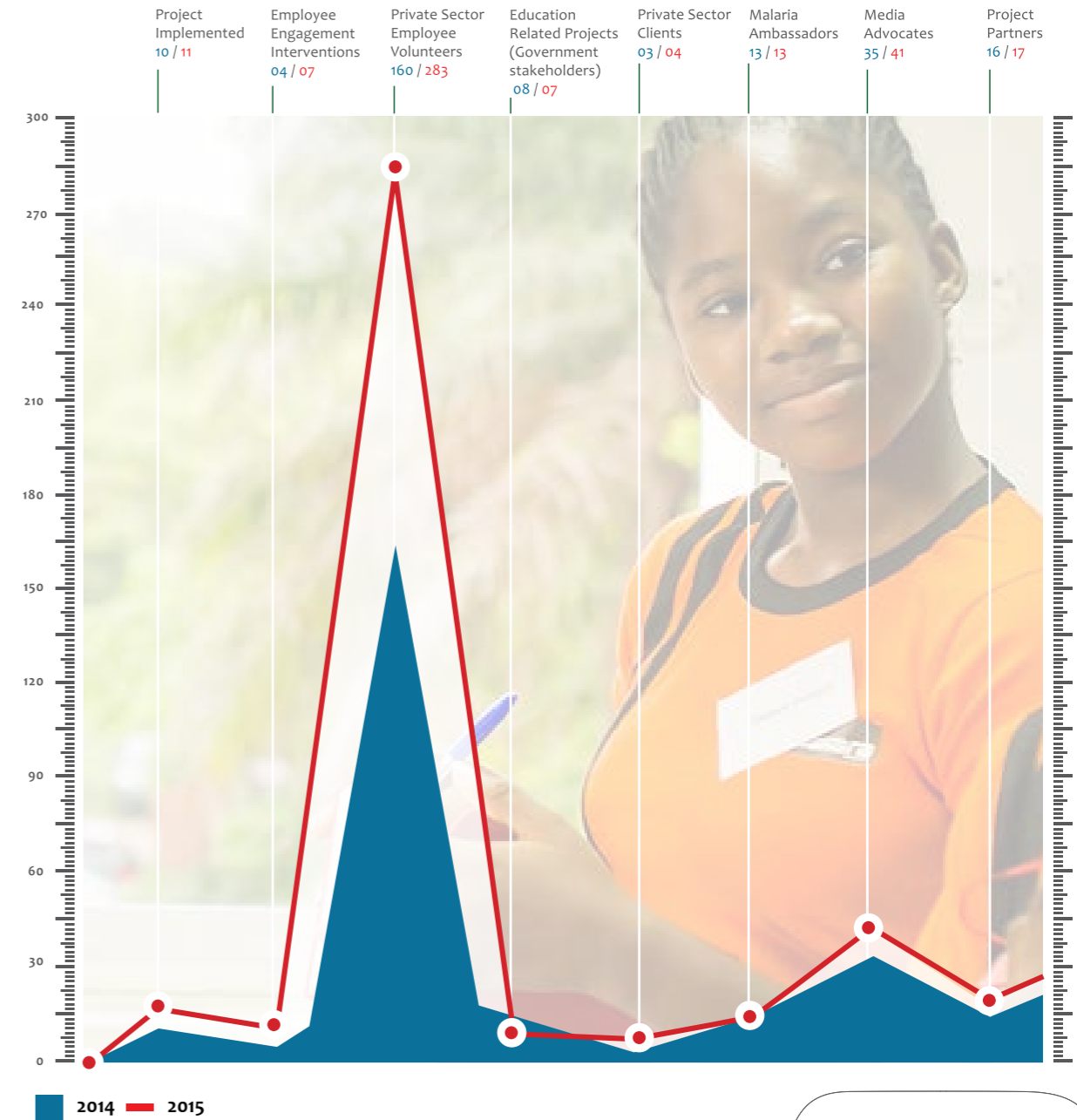
Poor sanitation is the bane of many local markets in Lagos State; huge piles of garbage are usually strewn all over the markets, making them unhygienic for both the traders and buyers. Therefore, in 2015, we teamed up with Ikeja Electricity Distribution Companies (IKEDC), LAWMA and PSP contractors to dispose of over 40 tonnes of waste from six markets (Aswani, Ilupeju, Alade, Jankara, Akowonjo, and Sabo-Ikorodu). Also, we sensitised the traders on the importance of hygienic practices and clean environment.

Also in 2015, we teamed up with Sahara Energy Group to carry another environmental sanitation exercise within Ijora community, Lagos State. Lagos Waste Management (LAWMA) was also involved by sensitising the members of the community on the importance of a clean environment through a road show campaign. Sanitary tools were donated to the Community Development Association for future use at the end of the project.





INTERVENTION OVERVIEW



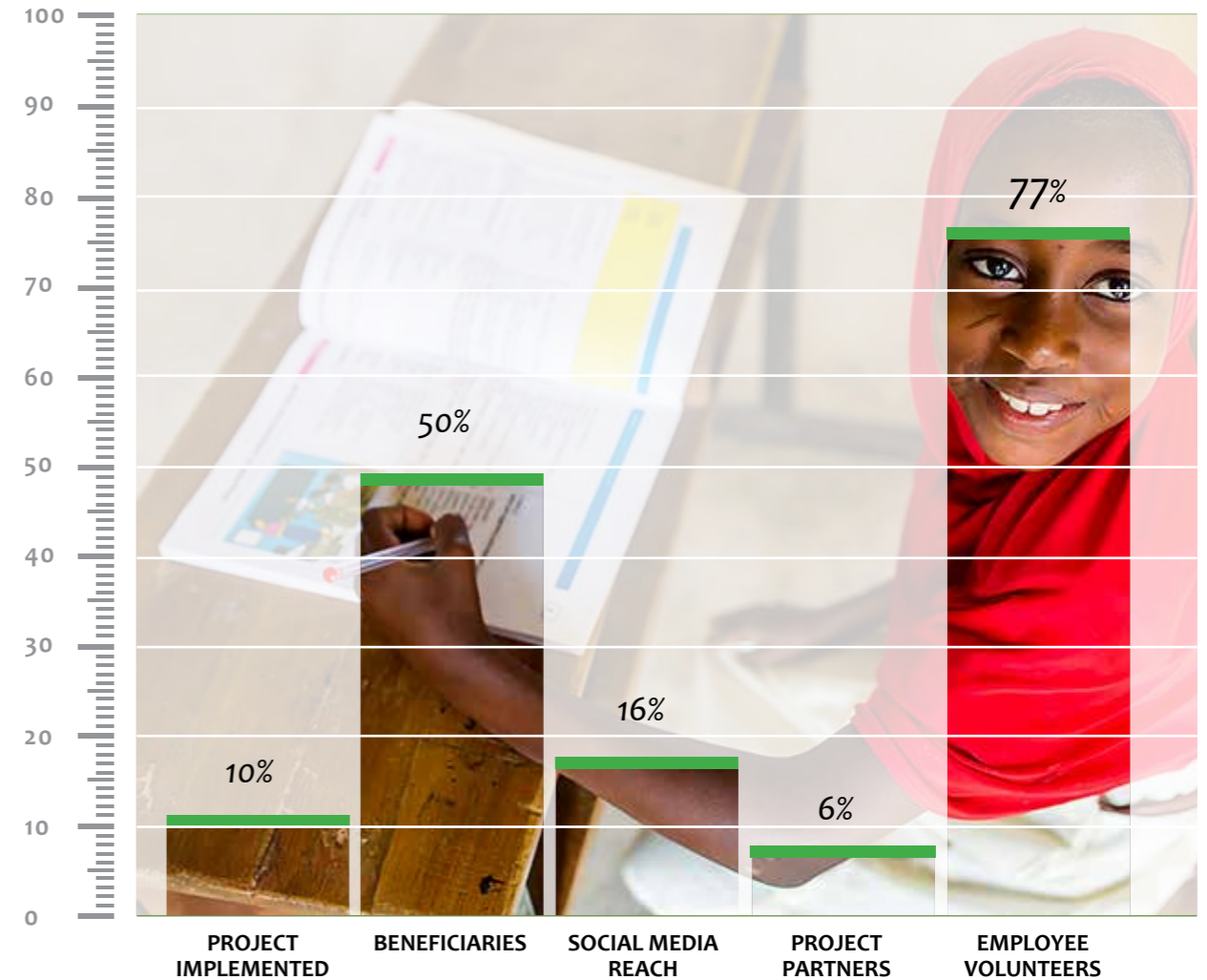
BENEFICIARIES

2014
88m

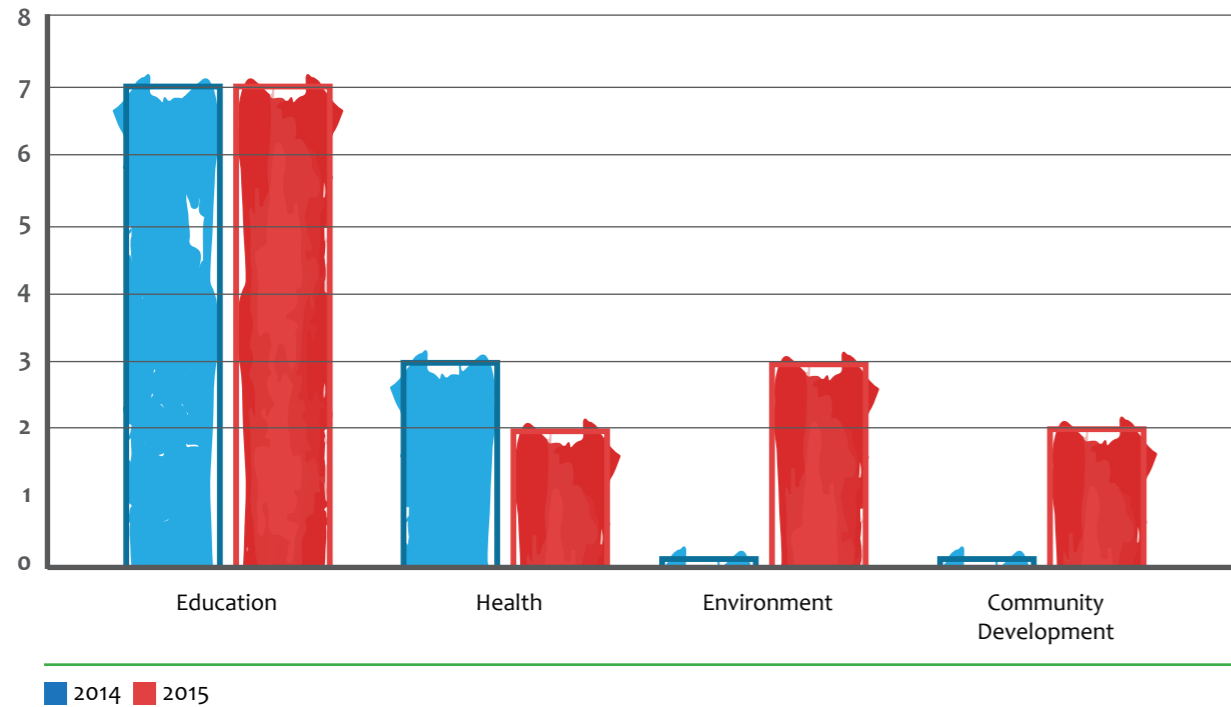
2015
132m

↑
49.7%
Growth

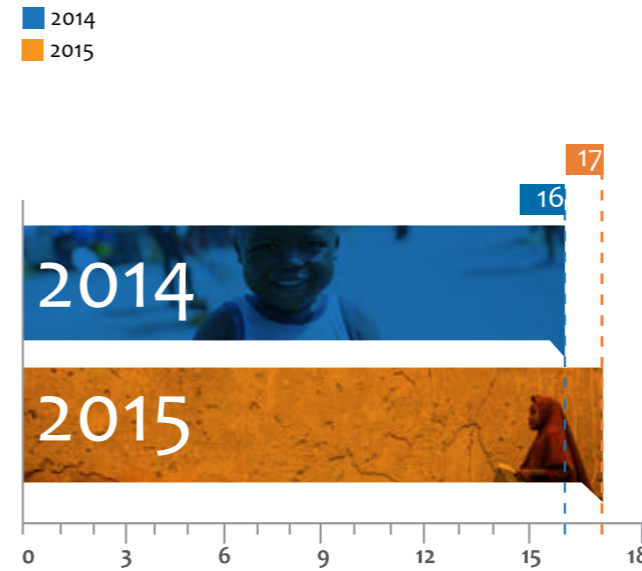
GROWTH RATE 2014 - 2015



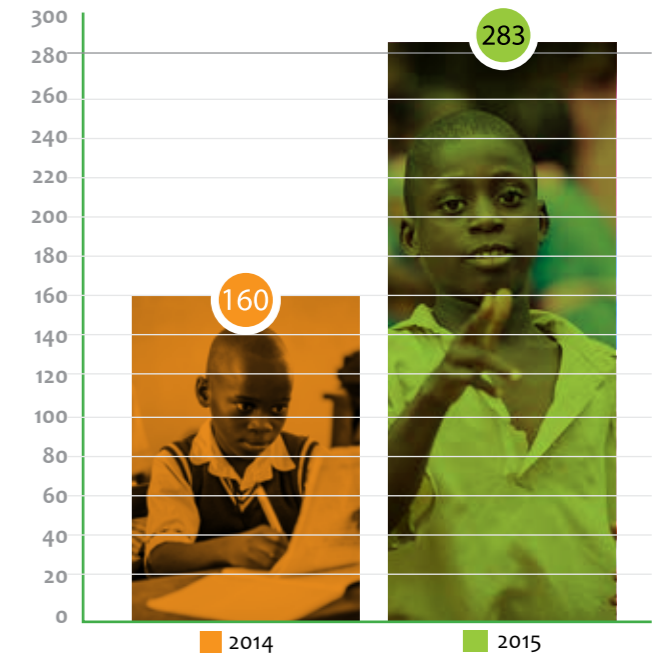
SECTORS IN FOCUS



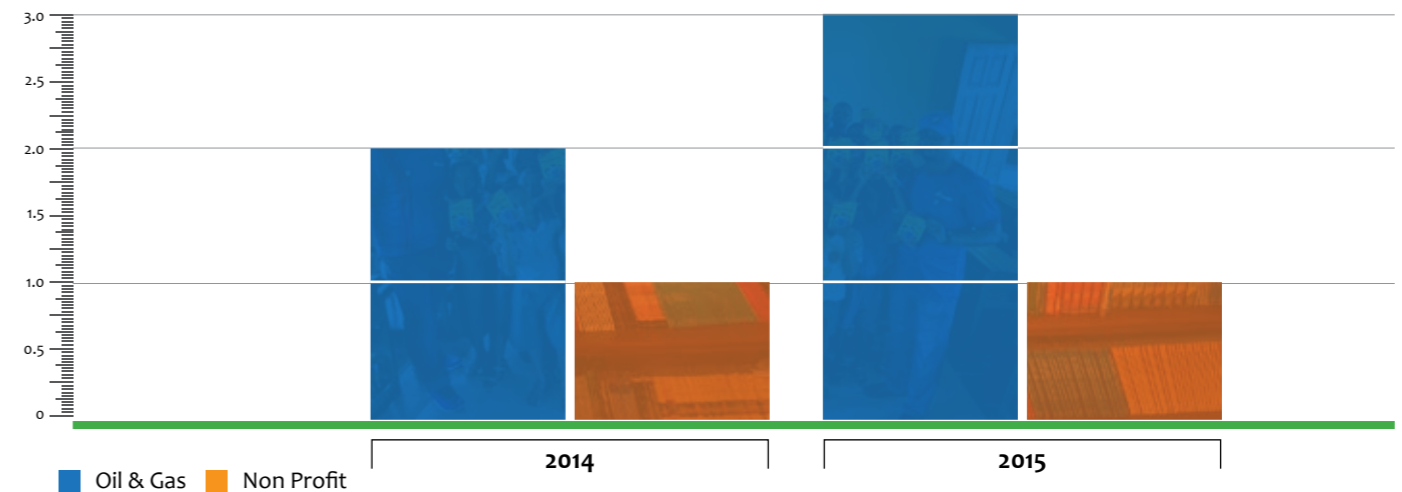
PROJECT PARTNERS



EMPLOYEE VOLUNTEERS

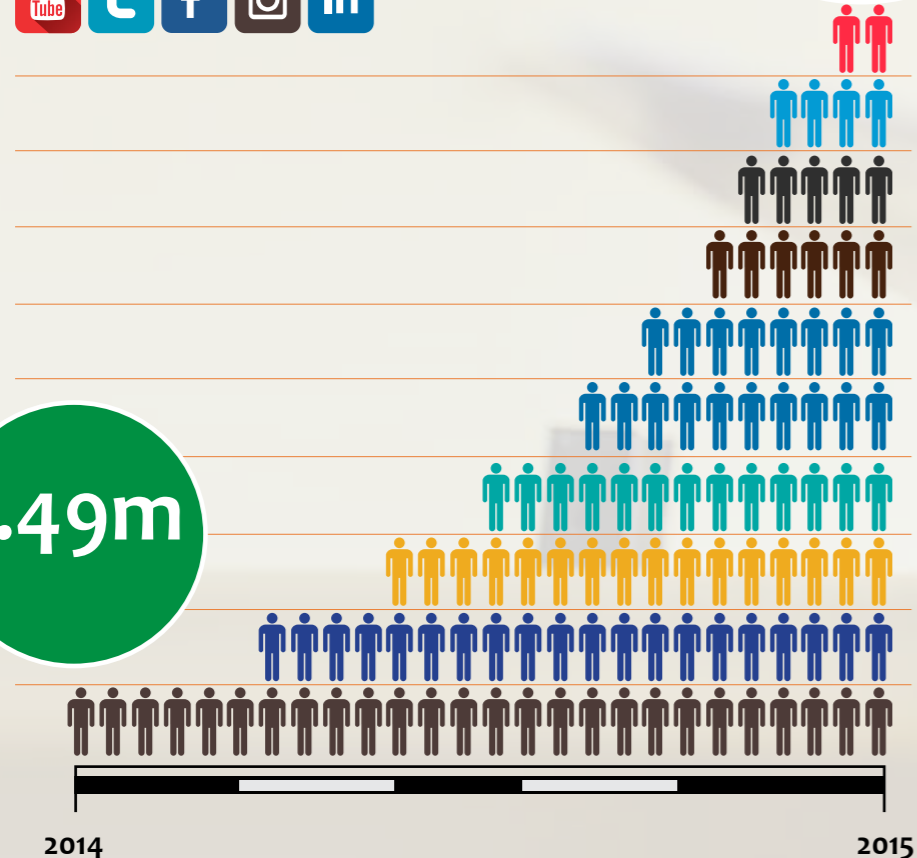
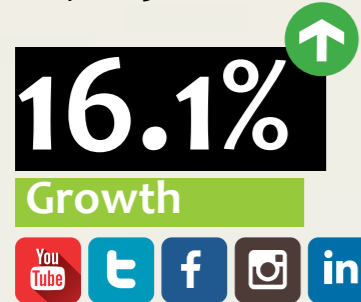


CLIENT BASE






SOCIAL MEDIA REACH

2014 - 2015



Working with Kasher Consultant in 2015 gave us an opportunity for smooth execution of our CSR activities as it's relates to projects on malaria eradication/enlightenment and Job shadow (capacity building). This is a company that ensures quality in service delivery so it was very easy working with them. We commend their high level of professionalism in identifying, planning, execution, monitoring and reporting of activities. We look forward to working with Kasher again in 2016

Albert Mabuyaku, Corporate Affairs Manager, Total Nigeria

22	PROJECTS IMPLEMENTED	
7	EMPLOYEE ENGAGEMENT INTERVENTIONS	
283	PRIVATE SECTOR EMPLOYEE VOLUNTEERS	
7	EDUCATION RELATED PROJECTS	
4	PRIVATE SECTOR CLIENTS	
132m	REACHED IN NATIONWIDE MALARIA CAMPAIGN	
1.7m	REACHED ON SOCIAL MEDIA	
132m	PROJECT BENEFICIARIES	
13	MALARIA AMBASSADORS	
41	MEDIA ADVOCATES	
17	PROJECT PARTNERS	



“Malaria No More contracted with Kasher Consulting based on their deep local knowledge, marketing savvy, and breadth of contacts. Kasher has consistently delivered high quality outputs amid very aggressive deadlines. Their professionalism, responsiveness, and attention to detail are highly regarded by Malaria No More. Kasher is a unique organization - flexible, creative, and tremendous problem solvers. Malaria No More looks forward to continuing its partnership with Kasher as we grow our footprint in Nigeria.”

Mark Allen, Africa Programmes Director, Malaria No More, USA

Revenue

N33m

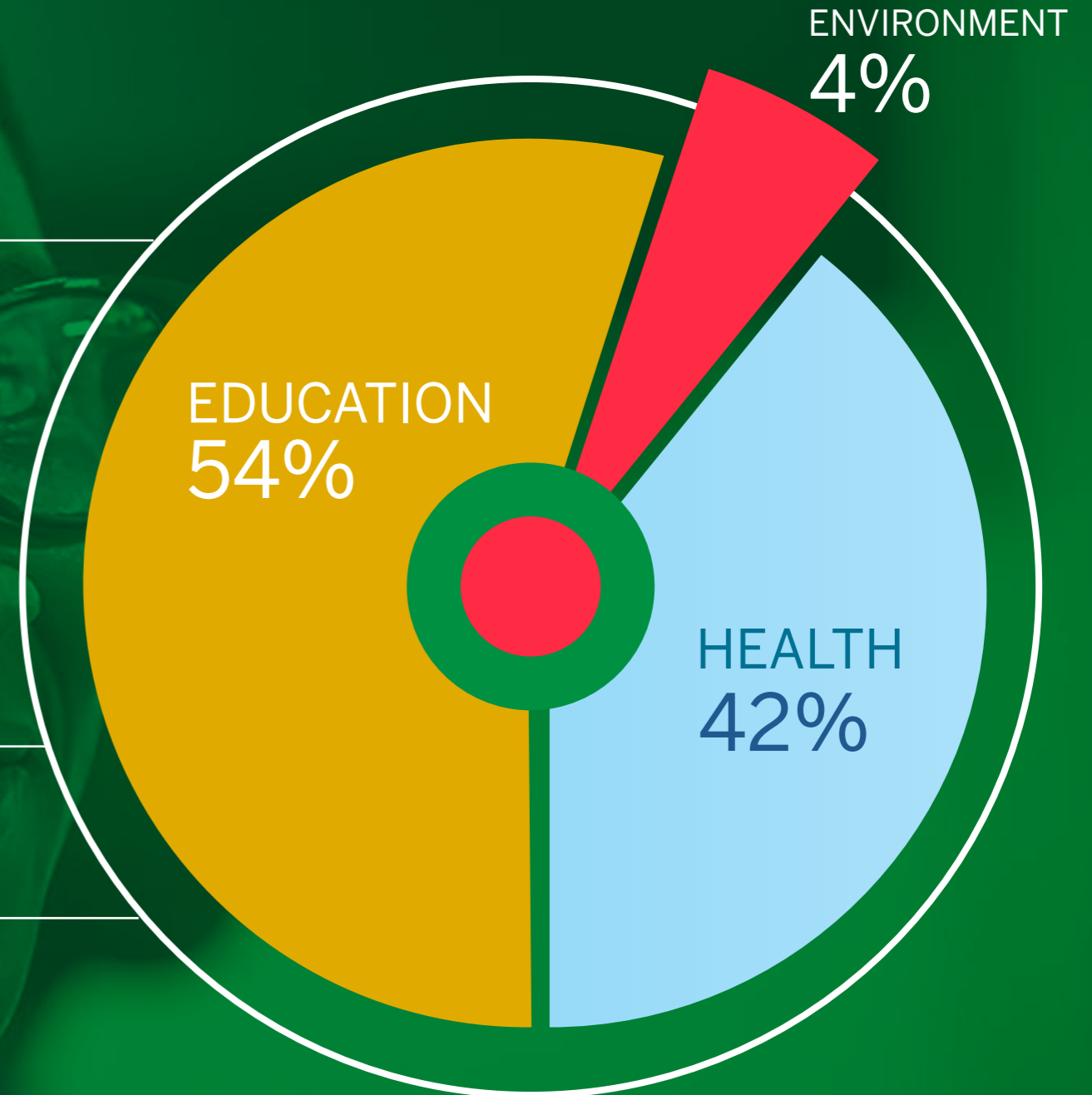
2014 Financial Year



456% growth over
2013 financial year

Financial Sustainability Principles

- Continuous investment in capacity of human resources
- Stretch every Naira to deliver the most value
- Manage our clients budget like our own
- Profit ONLY by the right means
- Open book approach with Tax Authorities







KASHER CONNECT



@KasherLtd



Kasher Consulting Ltd



KasherConsulting



Kasher Consulting Limited



Kasher Consulting

Address: 12 Ajanaku Street,
Off Salvation Rd, Opebi,
Ikeja, Lagos Nigeria

Tel.: +234 803 978 0426,
+234 803 801 5592

Email: dayo.oluwole@kasherltd.com
info@kasherltd.com