

Our Commitment to Sustainability, Diversity, and Inclusion

Our Diverse Workforce

At Weircapacity, diversity is not just a goal, it is a strength. Our diverse team, comprising individuals from various ethnicities, nationalities, and genders, reflects our corporate commitment to inclusivity. With a remarkable 53% female staff, we champion gender diversity, recognizing it as one of our assets to deliver the best innovative service to our multicultural clients.

We recognize that varied perspectives help generate better solutions to the ever-evolving problems in an increasingly diverse world. Hence, our diverse and inclusive team fosters a sense of belonging and empowerment in our work.

Our Corporate Social Responsibility (CSR) Initiative

As part of our contribution to community development and sustainable impact, we launched the Safe Water Campaign initiative implemented in secondary schools. This initiative serves the dual purpose of raising awareness about the significance of consuming safe water and empowering secondary school students with the knowledge to identify and test water quality from diverse sources. As we continue to grow as an organization, we hope to expand this initiative to benefit a larger audience. Through this initiative, we contribute to improving public health and the well-being of the communities we serve.

Sustainable Resource Management

In our commitment to environmental sustainability, we strive to make the best use of our resources by;

- Reducing consumption of resources through waste management strategies that promote waste minimization re-use, recovery, and recycling, as appropriate.
- Incorporating energy efficiency measures into the firm's facilities and promoting efficient energy use in all areas of business activity.
- Promoting and continuing to invest in technologies that provide alternatives to business travel.

Evidence of our commitment to sustainable resource management is demonstrated through;

- **Paper Management Policy:** We abide by an internal paper management policy. Embracing collaborative workspaces for file sharing, printing only essential hard copies, and repurposing shredded paper strips for souvenir and gift packaging, we actively reduce our ecological footprint.
- **Energy Management Policy:** Our internal energy management policy promotes a conscientious approach to energy usage and ensures efficient energy utilization. Some of the proactive measures outlined under this policy include;
 - All appliances and air conditioning units are diligently switched off when not in use.
 - At the close of each workday, we implement a comprehensive shutdown protocol, minimizing standby power usage.

- Our office spaces are deliberately designed to harness natural lighting, reducing dependency on artificial sources during daylight hours.
 - In cooler months, we prioritize outdoor fresh air for ventilation in our office spaces, aligning our practices with both energy efficiency and employee well-being.
 - We actively encourage the use of stairs, not only promoting employee health but also contributing to energy savings within our facility.
- **Conservative Water Use:** Our commitment to sustainable resource management extends to the responsible use of water. Installed in our bathrooms are water-saving flush pads, offering users the option of low-flow flushing when appropriate. This ensures that water consumption is optimized without compromising functionality.
 - **Two Times GreenDel Award Winner:** As occupants of the Midel Group Office facility, we proudly earned the GreenDel Monthly Award twice. Aligned with Midel Group's CSR initiative, the GreenDel program advocates for a shift in how individuals and businesses approach environmental sustainability. By adhering to simple yet impactful rules, we contribute to positive outcomes for our environment, community, and business costs

With a modern approach to corporate responsibility, we aim to meet and exceed sustainability standards.

Signed



Nyananso Ekanem

Managing Consultant