



# THE ZIMBABWE **GREEN** COMMITMENT

**Towards Gender Equality  
And Inclusivity**

In partnership with

**care**



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**Towards Gender Equality and inclusivity.**

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## COUNTRY DIRECTOR FOREWORD



I am pleased to unveil the Zimbabwe Green Commitment, a transformative initiative designed to foster environmental sustainability, social impact, and gender equality. This collaborative effort unites corporates, government agencies, and civil society organizations to create a greener, more equitable, and resilient Zimbabwe. By harnessing the strengths of various stakeholders, the Zimbabwe Green Commitment seeks to implement sustainable practices that benefit both people and the planet.

Zimbabwe faces pressing environmental challenges that threaten its natural resources and the well-being of its population. Issues such as deforestation, soil degradation, water scarcity, and the impacts of climate change increasingly jeopardize livelihoods and biodiversity. Over the past year, we have encountered numerous crises that have highlighted the volatile environment in which we operate. The ripple effects of climate change, particularly the drought induced by El Niño, have left millions grappling with food insecurity, reduced income from crop sales, and limited access to seasonal agricultural labor. The urgency of these challenges calls for a coordinated and comprehensive response. Addressing these issues is not only an ethical obligation but also a strategic necessity for achieving sustainable economic growth and social development.

The Zimbabwe Green Commitment serves as a unified pledge by Zimbabwean organizations to advance sustainable development and environmental conservation while aligning with the United Nations Sustainable Development Goals

(SDGs). This initiative emphasizes the integration of Environmental, Social, and Governance (ESG) principles, which are crucial for measuring progress and driving systemic change.

We encourage corporates to embed ESG considerations into their core business strategies and decision-making processes. This includes evaluating the environmental impact of operations and prioritizing social responsibility. The commitment emphasizes implementing local procurement policies that favor environmentally friendly and socially responsible suppliers, fostering local economies while reducing carbon footprints. Supporting renewable energy initiatives, energy-efficient technologies, and sustainable waste management practices is vital for minimizing environmental impact and promoting innovation. Additionally, corporates are urged to engage in community-based initiatives that support environmental conservation and enhance livelihood resilience, thereby strengthening community ties and accountability.

At CARE Zimbabwe, we are dedicated to providing technical assistance and capacity-building support to corporates and small-to-medium enterprises (SMEs) in adopting ESG best practices, ensuring they have the tools to implement sustainable practices effectively. Our ability to maintain program continuity amidst recent challenges—such as cholera outbreaks in Manicaland—serves as a testament to the resilience of our staff and partners. By creating collaborative platforms for knowledge-sharing and joint action, CARE aims to foster a culture of

collective responsibility among stakeholders. We will mobilize financial and technical resources for sustainable initiatives, emphasizing local sourcing in our operations and those of our partners. Furthermore, we are committed to amplifying the voices of marginalized groups, ensuring that the benefits of the Zimbabwe Green Commitment are equitably distributed and reach those who need them most.

A cornerstone of our approach is a strong commitment to gender equality. We recognize that women and girls play a crucial role in environmental stewardship and community resilience. By centering climate action efforts around their needs and capabilities, we aim to empower these groups to take active roles in decision-making and sustainable practices. Additionally, boys are engaged as champions of gender equality, fostering an inclusive environment where all community members contribute to sustainability efforts.



**CARE ZIMBABWE COUNTRY DIRECTOR**

Walter Mwasaa

CARE Zimbabwe aspires to be the partner of choice for initiatives that focus on environmental sustainability, social impact, and governance. We believe that robust governance and accountability mechanisms are essential for ensuring that our interventions are effective and equitable. By establishing clear metrics and reporting standards, we aim to enhance transparency and trust among stakeholders, ensuring that our collective efforts lead to meaningful and lasting change.

The Zimbabwe Green Commitment represents a holistic and unified approach to addressing the pressing environmental challenges faced by Zimbabwe. By aligning with the UN SDGs and fostering collaboration among various stakeholders, we are committed to driving transformative change that not only protects the environment but also uplifts communities and promotes gender equality. Through this initiative, we envision a sustainable and inclusive future for all Zimbabweans.

## MESSAGE FROM THE SOUTHERN AFRICAN REGIONAL DIRECTOR



**Patrick Sikana**

I am thrilled to express my strong support for the launch of the Zimbabwe Green Commitment by CARE Zimbabwe. This initiative marks a significant advancement in our collective mission to promote environmental sustainability and social impact across the Southern Africa region. Through partnerships with leading corporates, government agencies, and civil society, CARE Zimbabwe is leading a collaborative effort to drive meaningful progress toward a greener, more equitable, and resilient Zimbabwe.

The effects of climate change are profoundly felt across Southern Africa, impacting food security, water availability, and the health of ecosystems. Countries in our region are experiencing more frequent droughts, unpredictable rainfall patterns, and increased incidences of extreme weather events. These challenges not only threaten the livelihoods of millions but also exacerbate existing inequalities and vulnerabilities within our communities.

Zimbabwe has not been spared, and faces significant environmental challenges, including deforestation, soil erosion, and water scarcity, all of which demand immediate and coordinated responses. Addressing these pressing issues is not merely a moral obligation; it is essential for fostering sustainable economic growth and social development. The Zimbabwe Green Commitment provides a strategic framework for how we can unite our efforts to confront these challenges effectively.

I would like to acknowledge the proactive steps being taken by the Zimbabwean government in tackling climate change, particularly through the development of the Climate Change Bill. This

legislation is a crucial step in establishing a robust policy framework that supports sustainable practices and encourages investment in green technologies. By promoting renewable energy projects, enhancing water resource management, and bolstering biodiversity conservation, the government is setting the stage for a more resilient future.

Additionally, corporates in Zimbabwe are increasingly recognizing the importance of sustainability reporting and the integration of Environmental, Social, and Governance (ESG) principles into their core strategies. By embracing sustainable procurement practices, investing in local communities, and prioritizing environmentally responsible operations, businesses can play a vital role in enhancing climate resilience. Collaborating with development partners will further amplify these efforts, enabling us to pool resources and expertise for effective adaptation and mitigation strategies.

The synergy between the development partners like CARE, government initiatives, and corporate sustainability efforts creates a powerful opportunity for collective impact. Together, we can shape a sustainable future for Zimbabwe, one that not only addresses the immediate challenges posed by climate change but also lays the groundwork for long-term social and economic well-being.

As we embark on this transformative journey, I urge all stakeholders in the Southern Africa region to join us in this vital endeavor. Together, we can unlock our nation's potential, safeguard our environment, and build a more prosperous and equitable future for all Zimbabweans.



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## A GREEN FUTURE FOR ZIMBABWE

### What is the Gender and Inclusive Green Commitment?

The Gender and Inclusive Zimbabwe Green Commitment, coordinated by CARE Zimbabwe, represents a transformative pledge that emphasizes both environmental sustainability and social equity. This initiative unites CARE and our sustainability partners in a shared goal to prioritize Environmental, Social, and Governance (ESG) factors, ensuring that gender and inclusivity are central to our sustainability and supply chain strategies.

Our commitment extends beyond traditional environmental goals—such as reducing greenhouse gas emissions, increasing the use of renewable energy, minimizing waste and pollution, and protecting natural resources—to actively promote gender equity and inclusivity. By integrating these social dimensions into our ESG framework, we aim to empower marginalized communities, particularly women, and ensure that their voices and needs are reflected in sustainability efforts.

The publication showcases the holistic approach to Gender Inclusive ESG allowing companies to demonstrate their commitment not only to environmental stewardship but also to broader societal and stakeholder interests. It underscores the importance of long-term, inclusive solutions that benefit all members of society, rather than focusing solely on short-term profits.





“I used to struggle to put food on the table for my children. Thanks to Takunda (project), I am currently selling rape, covo and tomatoes which I harvested from my portion of the garden. On a weekly basis, I get roughly US\$12-US\$15 from tomatoes only. I invested in seedlings for \$3 and pesticides for a \$1 and I use organic manure for my garden. I use the profits to pay rent and buy food for my two children. Takunda has assisted them with school fees and food at a vocational training centre,” **says Marita.** (pictured)

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*In the arid landscapes of rural Chivi, Zimbabwe, Marita’s community faced the harsh realities of El Niño. But with the support of the USAID Takunda project, led by CARE, she’s cultivated a thriving nutrition garden, powered by a solar-powered borehole. This sustainable oasis has become a lifeline for her community.*

## WILD AFRICA FUND

The 2023/2024 dry season experienced throughout Zimbabwe and other Southern African countries has highlighted the need for increased protection of wild spaces, conserving carbon sinks and natural resources that help mitigate climate change. Forests are one example of carbon-absorbing natural areas at risk, with Zimbabwe losing more than 260,000 hectares of forests a year, mainly through agricultural expansion. Much of this is driven by the tobacco industry, which accounts for about 10% of the country's GDP, and so needs to be sustainably managed.

Reports indicate that the frequency of such dry and hot spells are expected to increase in the future, which will disproportionately affect rural communities sharing space and resources with wildlife, increasing competition between them. Communities need to be empowered to address human-wildlife conflict situations, as well as with conflict mitigation techniques, so that they can thrive alongside conservation areas and wildlife. This can only be done through effective communication initiatives.

Wild Africa's aim is to be Africa's most effective conservation communicator, inspiring the public support and political will to protect Africa's wildlife and wild spaces forever. Promoting tourism, addressing habitat loss and reducing human-wildlife conflict issues are three of our major pillars, all of which can empower rural communities.

By filming public service announcements with local ambassadors from music and entertainment,

religious organisations, sports and business, Wild Africa is encouraging domestic tourism, helping to create jobs, bring in valuable foreign currency and protect wild spaces.

Working closely with partners like The Zimbabwe Parks and Wildlife Management Authority and Wildlife Conservation Action (WCA) and sometimes directly supporting community interest organisations like the Tikobane Trust, we have also promoted alternative mitigation techniques for living with elephants and other wildlife.

Further to this, Wild Africa, in partnership with ZimParks, Save the Elephants (STE) and WCA recently hosted The Human Wildlife Conflict and Conservation Conference in Harare where national, regional and international delegates shared knowledge and exchanged ideas on best practices for human-wildlife coexistence.

At the conference, we launched Wildlife Info, a AI-driven WhatsApp chatbot designed to make information about living peacefully with wildlife widely accessible and easily applied. Containing a vast toolbox of techniques and methods for living with elephants, compiled over several years by STE, as well as ways to live with other wildlife, we are working to ensure that this resource reaches as many people as possible.

As we continue with our agenda to popularise conservation, it is our hope to see all Zimbabweans, especially those who are climate-vulnerable, empowered and equipped to thrive.





# NAVIGATING SUSTAINABLE GROWTH THE IMPORTANCE OF ESG IN ZIMBABWE

## Green Governance Trust

In recent years, the significance of Environmental, Social, and Governance (ESG) principles has become increasingly clear, particularly in critical sectors such as mining in Zimbabwe. The mining industry is essential to the country's economy, making substantial contributions to its GDP. However, this economic growth is often accompanied by significant environmental degradation, highlighting the urgent need for robust ESG frameworks to mitigate these impacts. A regression analysis conducted by Madzoke, I.T., Nyambe, H.K., Malala, N., and Wu, J. (2024) titled "Investigating the Relationship between ESG Performance and Financial Performance: Evidence from Mining Companies in Zimbabwe" provides valuable insights into this dynamic. The study examines the relationship between ESG performance and financing constraints among listed mining companies in Zimbabwe.

The findings reveal that improved ESG performance (lnESG) is linked to reduced financing constraints. This suggests that robust ESG practices not only enhance a company's reputation but also facilitate greater access to capital, as investors are incentivized to support companies that prioritize sustainable standards. ESG frameworks provide essential guidelines for businesses aiming to balance profit generation with social and environmental responsibility. By adhering to these principles, Zimbabwean companies can align with international Sustainable Development Goals (SDGs) and attract

necessary local and foreign investments, critical for economic recovery and growth to achieve the Zimbabwe Vision 2030 of a middle-income economy.

## Regulatory Developments and Corporate Accountability

There has been increased momentum towards enhanced corporate accountability, driven by recent mandates from the Zimbabwe Stock Exchange (ZSE) and the Victoria Falls Stock Exchange (VFEX), which require ESG and SDG reporting in annual reports starting in 2024. This regulatory shift compels firms to assess their readiness to meet these standards. A strong commitment to ESG can elevate corporate reputations and contribute significantly to national goals like the NDS1 and Vision 2030 aimed at achieving a middle-income economy that benefits all including communities.

## Addressing Climate Change and Community Needs

Zimbabwe faces urgent challenges linked to climate change, including food insecurity and water scarcity, highlighting the need for effective ESG frameworks. Compliance with ESG principles enhances investor confidence, promotes trust among stakeholders, and attracts necessary funding. As local communities seek sustainable economic opportunities, there exists a clear alignment between responsible business practices and global investment strategies. Adopting an ESG-centric approach is crucial for Zimbabwe's sustained development. By integrating

social justice and environmental considerations into core operations, companies can create a robust framework that supports economic stability while addressing community needs. The establishment of an ESG board committee by the Mutapa Investment Fund (MIF), Zimbabwe's sovereign wealth fund,

is a positive step toward fostering sustainable practices in state-owned enterprises. Ultimately, the integration of ESG principles can drive sustainable growth, leading to a resilient economy that honors both its people and the planet.



## EMBRACING THE GREEN COMMITMENT: A STRATEGIC IMPERATIVE FOR SUSTAINABLE GROWTH



**Gillian Rusike - CARE Zimbabwe Advisory Committee Chair and Marketers Association of Zimbabwe Secretary General**

In an era where climate change and environmental sustainability have risen to critical global concerns, businesses must integrate sustainable practices into their core strategies to ensure long-term success. The Zimbabwe Green Commitment initiative provides a robust framework for aligning business operations with broader environmental, social, and governance (ESG) goals. This commitment not only addresses current environmental challenges but also prepares businesses to thrive in a future where sustainability is a key driver of competitiveness and resilience.

As marketing professionals and corporate leaders, our role is pivotal in driving this transformation towards a more sustainable future. We possess the unique ability to champion sustainable business practices through effective communication, education, and inspiration. By crafting compelling narratives and leveraging persuasive communication channels, marketers can highlight the benefits of eco-friendly products and services, influencing consumer behavior towards greener practices. This proactive approach not only enhances brand loyalty and market share but also fosters a culture of environmental stewardship across diverse stakeholders—consumers, employees, and partners.

Embracing sustainable business practices is not merely a moral imperative; it is a strategic imperative that yields tangible benefits. With a growing consumer preference for eco-friendly products and services, integrating sustainability into value

propositions allows businesses to capitalize on this demand, driving market differentiation and long-term profitability. Moreover, sustainability fosters innovation, spurring the development of environmentally friendly products, services, and business models that resonate with both consumer expectations and regulatory standards. Implementing green practices, such as energy-efficient operations and waste reduction strategies, not only reduces costs but also enhances operational efficiency while safeguarding natural resources.

To effectively integrate sustainability into business practices, businesses can take several strategic actions. Firstly, forging partnerships with organizations dedicated to environmental conservation amplifies collective efforts and promotes collaborative solutions to environmental challenges. Secondly, utilizing digital platforms and leveraging marketing skills to educate consumers about the benefits of sustainable choices enhances brand reputation and solidifies market leadership in sustainability. Thirdly, implementing measures to reduce resource consumption—such as adopting renewable energy sources, implementing recycling programs, and conserving water—positions businesses as responsible stewards of the environment while achieving significant cost savings. Educating consumers about the environmental impact of their decisions empowers them to make informed choices, driving demand for sustainable products and services and contributing to a circular economy. Lastly, fostering a culture of innovation

that prioritizes sustainability not only shapes market trends but also enhances competitiveness and ensures long-term growth sustainability.

At the Marketers Association of Zimbabwe (MAZ), we are fully committed to advancing ESG principles in every aspect of our operations and within our member organizations. This year, we are intensifying our focus on Environmental Responsibility by minimizing our carbon footprint and promoting eco-friendly practices throughout our supply chain. Our commitment to Social Impact includes promoting diversity, equity, and inclusion, ensuring fair labor practices, and supporting community development initiatives. We are also enhancing Governance Excellence by upholding the highest standards of accountability and integrity in all our activities.

The Zimbabwe Green Commitment represents a bold pledge to prioritize ESG factors in business operations. By embracing sustainable practices, businesses can effectively reduce their ecological footprint, meet the evolving expectations of eco-conscious consumers, and achieve sustainable growth in the long term. As leaders in marketing and business, our dedication to these principles will play a crucial role in advancing a greener future for Zimbabwe and beyond. Together, let us reaffirm our support for the Zimbabwe Green Commitment and demonstrate that sustainable practices are not only achievable but essential for the prosperity of our planet and the enduring success of our businesses.



## ECOBANK: A BETTER WAY, A BETTER FUTURE



At Ecobank Zimbabwe, our commitment to diversity, equity, and inclusion (DEI) is a strategic priority. We strive to create equal opportunities for individuals from all backgrounds—regardless of gender, race, or disability. Our sustainable banking products align with the United Nations Sustainable Development Goals (SDGs). By embracing diversity, we unlock innovation and better serve our communities. Our commitment to improving gender representation is supported by our Diversity Council, ensuring that we create an environment where all voices are heard and valued. At Ecobank, we believe that our commitment to sustainability and inclusion is not just the right thing to do—it's essential for a better future for all.

Ecobank actively contributes to the communities we serve, stimulating sustainable environmental prosperity and socio-economic development across sub-Saharan Africa. Our dual mission is to build a premier African bank while contributing to the continent's economic advancement. We have made significant strides in integrating social and environmental concerns into our operations, enhancing our competitiveness and aligning with global sustainability priorities.

We are dedicated to improving financial inclusion, particularly in rural and underserved areas. Our initiatives include expanding our network of ATMs and environmentally sustainable branches and supporting small and medium-sized enterprises (SMEs) with affordable financing and training.

A standout effort is our partnership with CARE Zimbabwe through the **\*\*Financial Inclusion for Improved Women's Agency (FIIWA)** in Buhera and the **\*\*Enhancing Women's Economic Empowerment Project (EWEPP)** in Lupane. These initiatives empower women entrepreneurs by providing access to capital and business training. To date, funding for these projects totals US\$135,000.

In response to global warming challenges, Ecobank is proactive in reducing its carbon footprint. We leverage technology to minimize travel and have established a Group Sustainability Committee to oversee our environmental initiatives. Our Environmental and Sustainability unit plays a crucial role in managing environmental risks and adopting green practices, with key performance indicators focused on: Energy consumption, Waste management and Travel management

Ecobank engages in global sustainability initiatives, being a signatory to the United Nations Environment Programme (UNEP) Finance Initiative and the UN Global Compact. These commitments enhance our capacity for effective environmental and social risk management, allowing us to implement sustainable practices across our operations.

We are committed to constructing eco-friendly banking halls throughout Africa, utilizing sustainable materials and energy-efficient technologies to minimize environmental impact. This initiative sets a benchmark for responsible banking practices in the region.



As we continue our journey toward sustainability, we are excited about the Zimbabwe Green Commitment initiative led by CARE, which aligns with our dedication to equitable economic development. Together, we can drive meaningful change and cultivate a more inclusive, prosperous, and sustainable economy in Zimbabwe.

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## FRIENDS OF THE ENVIRONMENT

The Sustainable Roots Program (SRP) is a nutrition promotion program funded by The Light Foundation (TLF) implemented in Buhera and Tsholotsho districts of Zimbabwe for a 5 year period. The program seeks to support rural communities to increase nutritional status of women, children, and their households by promoting production and consumption of traditional and local foods. The program will apply regenerative agriculture, soil and water and sustainable use of forest products to meet dietary and health needs. The SRP program will support communities with improved access to water for domestic and productive use and will work closely Government Departments to ensure appropriate and synergistic implementation. The program is implemented by a consortium led by CARE Zimbabwe and includes Organization of Rural Associations for Progress and Nutrition Action Zimbabwe.

The 12 months (starting from August 2024) Jim Pentecost funded Sustainable Production of Renewable Energy in Rural areas of Zimbabwe (SUPER) project being implemented in Chiredzi district contribute in reduced deforestation by supporting upscaling of low cost biogas digester technology by communal area cattle owning households. CARE will be working with district and community level leadership, relevant government ministries and departments in promoting the 3-Drum Plug and Flow Bio-Digester model by 136 participating households.

The Luxury Brand funded Zimbabwe crisis modifier project running from October 2024 to February 2025 will be implemented in Zaka district. The project's primary objective is to enhance the capabilities of the District Civil Protection Committees in Zaka, enabling them to better prepare for the ongoing El Niño-induced drought and the anticipated La Niña phenomenon, which is likely to bring about floods and cyclones. Furthermore, the project will focus on the repair/rehabilitation of 20 dysfunctional boreholes, as well as the drilling of 3 new boreholes and the construction of water troughs to facilitate livestock access to clean drinking water. The project will install 2 piped water schemes to support 1200 people in the district

# ESG SUSTAINABILITY DISCLOSURE AND REPORTING



Alexander Maune (Ph.D.)

## Introduction

As the world grapples with the effects of climate-related changes, policymakers, investors and other stakeholders are calling on companies to disclose and report their environmental, social, and governance (ESG) sustainability-related activities. These disclosure requirements have recently attracted global attention from numerous stakeholders. ESG sustainability-related disclosure has become a crucial element for any high-functioning society. According to the In Gold We Trust report (2019), ESG is defined as a set of criteria used to evaluate a company's operations. The criteria includes among others, factors such as energy and water use, biodiversity, climate change strategy, social interactions with local communities, equal opportunities, and anti-corruption and human rights policies. ESG sustainability disclosure and reporting stresses the importance of honest business practices and not greenwashing, which involves conveying a false impression or misleading information about how environmentally sound a company's products or services are.

The Talmud Bavli (Tractate Shabbos, 31a) teaches us that: "The first question an individual is asked in the afterlife at the final judgment is: 'Were you honest in your business dealings?'" In a related story in the Talmud, a follower of Rabbi Meir of Premishlan once complained to him about a man who had started a competing business next to him. Rabbi Meir's response was, "have you ever noticed how a horse behaves when he is led to a stream to drink? He begins to paw angrily at the water with his hooves;

only when the water is well-muddied does he begin to drink. Why does the horse act this way? Because he sees his reflection in the water and thinks that another horse has come to drink his water. So, he kicks and paws until he has 'chased away' the other horse. What the horse doesn't understand is that G-d has created enough water for all the horses." These stories teach us the essence of being honest and ethical in our business engagements as the world has enough opportunities for everyone.

## ESG sustainability disclosure

ESG sustainability disclosure is not an event but a cycle that revolves around the following steps;

- **Reviewing and benchmark reporting practices.**
- **Assess reporting readiness and needs.**
- **Develop reporting theme, roadmap and protocols.**
- **Identify, map and engage stakeholders.**
- **Determine and prioritize material issues.**
- **Select reporting frameworks and standards.**
- **Develop report narrative and content.**
- **Design and produce report, and**
- **Assurance preparation and evaluation.**

A company has to follow these steps in coming up with its sustainability-related report. These reports are prepared in accordance with identified reporting frameworks and standards. The International Sustainability Standards Board (ISSB) in collaboration with the Global Reporting Initiative (GRI) and the Task Force on Climate-related Financial Disclosures (TCFD) issued the International Financial Reporting Standards (IFRS) on sustainability-

related disclosure in June 2023. The standards are, IFRS S1 – general requirements for disclosure of sustainability-related financial information and IFRS S2 – climate-related disclosures. IFRS S1 and IFRS S2 have created a common language for climate-related disclosures worldwide. These standards require an entity to disclose all sustainability-related risks and opportunities that could reasonably be expected to affect the entity’s cash flows, its access to finance or cost of capital over the short, medium or long term. These two standards set out how any entity reports its sustainability-related financial disclosures (by introducing requires on governance, strategy, risk management, and metrics and targets) and climate-related disclosure risks and opportunities. IFRS S1 and IFRS S2, therefore, become mandatory sustainability reporting standards for countries that prescribe IFRS as their reporting framework. For example, companies listed on the Zimbabwe stock exchanges are required to report on sustainability issues as part of their financial disclosures effective 1 January 2024. Besides IFRS S1 and IFS S2, several regional ESG regulations have been formulated since 1980 with Africa and Middle East having the least with 81 mandatory, 28 voluntary, and 4 comply or explain. On the lead is EU with more than 437 mandatory, 149 voluntary, and 41 comply or explain followed by APAC with 377 mandatory, 238 voluntary (highest), and 24 comply or explain.

It is important that an entity’s ESG sustainability report be audited by an independent expert and the components of the audit should include scope, timeline and methodology. An ESG audit is a process

that evaluates the environmental and social risks of an entity’s operations, products, or services. It is critical for an entity to obtain independent assurance on its ESG report as this demonstrates its commitment to transparency and accountability to ESG reporting. ESG audits are important for the public, investors, and the company alike. Nowadays more consumers are looking for products and services from companies that demonstrates strong environmental, social, and governance practices. For investors, audits help provide insight into the company’s approach towards managing ESG risk. These risks can affect an entity’s share price and cost of funding. ESG audit also assists an entity meet its regulatory requirements. The audit also help improve an entity’s social license to operate as well as gaining competitive advantage.

### Conclusion

In summary, ESG sustainability disclosure helps companies to ‘green commitment’ without necessarily greenwashing their activities. Entities need to comply with the IFRS S1 and IFRS S2 sustainability-related disclosure requirements. Ecclesiastes Rabbah (7:13) sums it all by stating that, “G-d said to Adam: Everything you see I created for your sake. See to it that you do not spoil and destroy the world for if you do, there will be no one to repair it after you.” Therefore, it is everyone’s responsibility to protect the environment through environmentally friendly activities from an individual level to a corporate level, hence the Zimbabwe Green Commitment.

# GREENWASHING: CONSIDERING THE NEGATIVE CONSEQUENCE OF POOR ESG MANAGEMENT

**Zakaria Chikaza - PHD**

## Introduction

The rising global awareness of environmental and social issues has prompted companies to place a greater emphasis on promoting their sustainability credentials. Over the past decade, investors, customers, and governments have increased the pressure on companies to disclose information about their environmental and social performance. This growth of green markets, have

prompted skyrocketing of greenwashing, defined as a process of conveying false impression about how a company's products are environmentally sound.

## Forms of Greenwashing

There are many hidden tools, methods, and concepts which are used by business entities to create false images of ecological friendliness which include the following:

Environmental Imageries	Using symbols or visuals of leaves, animals or green packaging as a way of misleading customers
Misleading labels	Companies label products as 100% organic without any supportive evidence.
Selective Disclosures	Failing to provide holistic view of an organisation's environment impact such as bias towards reporting on successes and omitting negatives.
Virtue Signalling	Drawing attention to hot topic issues without any meaningful action to address underlying environmental issues.
Baseless Claims	Companies put up an act of being environmentally friendly but have a very non environmental trade-off.
Fake Certification	It happens when a brand implies that it holds a valid third-party certification but actually does not or it will be using a false label.

## Consequences of Greenwashing

Greenwashing has become more noticeable as consumers become sceptical and conscious of environmental dangers. It may seem like a great way to attract environmentally conscious customers, but it has serious negative consequences for businesses which include: damaging the brand reputation as customers may lose trust, companies may incur

financial losses due to fines and settlements and it also undermines genuine sustainability efforts due to misdirected efforts. Furthermore, investors may lose confidence in the company and its management and it can also strain stakeholder relationships as those stakeholders who align to company values may feel betrayed.

## Ways to address Greenwashing

Managers and policymakers can reduce the incidences of greenwashing through increased transparency of environmental performance, increased knowledge about greenwashing and the adoption of reputable reporting frameworks to convey sustainable information. Furthermore, claims by companies should be clear and specific without leaving anything up to interpretation. Firms should also use accreditations and reports in alignment with globally accepted carbon accounting reporting standards and more importantly, companies should avail resources towards sustainability initiatives to reduce emissions and make their offerings more environmentally friendly.

The prevalence of greenwashing has skyrocketed in recent years presenting a real danger in tackling climate change globally. Greenwashing has profound negative effects on consumers and investors as it affects brand reputation and firm performance. A multi-stakeholder approach should be adopted to reduce the incidences of greenwashing so as to improve the planet's well-being.



## BRIDGING THE GAP: LEVERAGING PRIVATE SECTOR EXPERTISE TO INTEGRATE ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) FACTORS INTO EDUCATION



**Tumisang Thabela- CARE Zimbabwe Advisory Committee Vice Chair/Former Permanent Secretary Ministry of Primary and Secondary Education.**

A comprehensive mapping of the existing Environmental, Social, and Governance (ESG) gaps in the current education system is needed, facilitated by collaboration between the private sector and Zimbabwe's ministry of Primary and Secondary Education. This calls for comprehensive Research whose findings can then be used to build capacities in the workforces of both government and private sector players to create more sustainability-focused workforces. The adopted strategies and solutions that will be, hopefully, adopted to help inbuild ESG into Education provision should cut across the continuum of Curriculum Development, Curriculum implementation, Research and innovation right through to personnel professional development. Through private sector partnerships, each stakeholder can contribute to agreed strategies in their areas of specialty and resource strength.

Secondly, private sector players can contribute to the socialization of the learners/ students through inculcating values of sustainability, environmental stewardship and accountability through training their current workforce to positively shape the above stated values in their children before they join the formal education system as well as during their entire educational journey? We should keep in mind that the most important developmental stage of a child happens during the pre-formal stage of their socialisation, though their parents and the community. At the formal level, training and mentorship can be tailor-made to equip teachers/ lecturers with requisite knowledge, skills and tools that will help them shape their students into good

stewards of the environment, good and accountable leaders in both their organisations and within the community.

Finally, the private sector can support the education system and other agents of socialisation to nurture sustainability and social responsibility-minded citizens. Ideas around funding initiatives and scholarships for students pursuing studies or research related to ESG can be mutually explored and supported as long term options for influencing the future workforce. In the shorter term support can be directed towards working with groups or movements within the Education sector that deliberately inculcate the values of Volunteerism and self-reliance in the students. Such spaces can help our children, from an early stage, to develop into lifelong environmental stewards, socially responsible and desirable personalities as well as lifelong 'givers' and not 'takers' or receivers. Such training can be enhanced through building capacities in the Junior governance systems that exist in the education space (e.g. the Junior Parliament, the Junior Council and the Junior School Development Committees). These governance structures can, not only train the students responsibility, accountability, transparency, tolerance and collaboration but also provide the Senior governance with the concerns of the children for use in their own planning and service provision.

Stakeholders can then more fully complement government in developing a sustainability conscious human capital that can guarantee our continued

existence on this planet whose resources are fast diminishing. These above deliberate actions should be taken with a full realisation that the destruction of nature that we are witnessing is to a large measure a result of human activity and so it is only through taking full accountability and making deliberate efforts across all our socialisation and education systems (formal and informal) that we can reverse the damage that we have historically collectively caused.



# TOWARDS RESILIENT EDUCATION SYSTEMS: A CALL FOR INCREASED INVESTMENT AND COLLABORATION AT THE INTERSECTION OF EDUCATION AND CLIMATE CHANGE



**Ellen Chigwanda**  
Senior Technical Advisor - Education and  
Climate Change at CARE Zimbabwe

Climate change has morphed into a crisis, an emergency of epic proportions. Many countries around the world, including Zimbabwe have and will continue to experience increased frequency, intensity and duration of extreme climate and weather events including drought, flooding, cyclones, heat waves and cold spells. This trajectory is unlikely to change until or unless something changes.

Climate change has been traditionally associated with food and agriculture systems. However, it is increasingly apparent that social sectors such as education are heavily impacted upon by its negative impacts. For Zimbabwe, the regional drought experienced in Southern Africa in 2016 contributed to school dropouts and irregular attendance due to hunger. In 2017, flooding destroyed schools as well as public infrastructure such as classrooms, boreholes, toilets and bridges, thus reducing access to education. In 2019, Cyclone Idai contributed to temporary school closures, learning disruptions and loss of life, as whole villages were submerged by the soaring water levels.

All learners are affected by climate change as a result of age, gender, geographic and other vulnerabilities. Nonetheless, the prevailing social order which influences the gendered patterns of household chores renders girls more exposed to the ills of climate extremes e.g. as they have to trek further away from home in order to help the household to meet its daily needs such as food and fuel wood. Droughts are increasing water scarcity in schools and exacerbating food insecurity, which

affects cognitive development and concentration. Temperature extremes and flooding are increasing the likelihood of health-related challenges, such as physical illness as well as mental disorders which can lead to absenteeism. Climate change is driving mass populations movements within and beyond Zimbabwe's borders as breadwinners search for better income earning prospects – which in turn increases learner protection issues such as neglect and abuse.

Granted, climate change affects education. But, education itself can and should be viewed as a non-negotiable part of any climate adaptation and action strategy. The movement to understand the nexus between education and climate change is nascent but certainly growing and doing so exponentially – locally (National Development Strategy 1), regionally (Agenda 2063: the Africa we want) and globally (Sustainable Development Goals 4, 5 & 13). Conversations and coordination mechanisms between the two sectors are increasing. More is known now about this intersection than perhaps a decade or more ago. But, there is also plenty that is still unknown. There are gaps in knowledge and evidence to inform policy making, advocacy and influencing as well as new business development. There exist too gaps in innovative financing models channelled towards strengthening system-level initiatives which link education and climate action.

CARE Zimbabwe has a history of successfully implementing large scale programmes aimed at not only improving access to quality, inclusive and



relevant education for the most marginalized but also building climate resilient households and communities through food, water and nutrition security, economic empowerment, humanitarian action and health programming. As an organization, we have prioritized both education and climate action impact areas as part of our current strategic plan. CARE Zimbabwe is committed to supporting government efforts to build a climate literate generation, which recognizes its role in shaping a greener, more sustainable future.

As leaders in the making, today's learners are tomorrow's business owners, philanthropists, innovators, and education influencers. How will acquiring climate knowledge, skills and capacities help to prepare them for these all-important roles? What can we do now to ensure that this ambition of a more sustainable future for all learners is realized?

How can we, together, shape a green commitment for a more climate resilient education system which ensures that school children can continue to learn, especially during climate and other such crises? Could this perhaps include leveraging our current work for collaborative research to generate the evidence and tools that practitioners, policy makers and donors alike need to inform our collective agenda – thus boosting capacity, increasing commitment and promoting cohesion?

As CARE Zimbabwe, we call upon all actors to prioritize increased investment, collaboration and partnerships at the intersection of education and climate change, with the vision and hope that this will hold us all accountable to leaving no learner and no place behind. The Zimbabwe Green Commitment – towards a climate resilient education system for a more sustainable future.



# GREENING THE FUTURE: HOW SCHOOLS CAN CHAMPION ESG PRACTICES “CATCH THEM YOUNG”



**Lucy Dlodlo**  
Sustainability Advisor

Schools play a vital role in shaping responsible young citizens. By integrating environmental, social, and governance (ESG) principles into their operations, schools can foster a culture of sustainability, inclusivity, and good governance. This, in turn, equips students with the knowledge, values, and skills to become responsible stewards of the planet and future leaders who prioritize ESG considerations.

## **Environmental Stewardship:**

- **Reduce, Reuse, Recycle:** Implement a robust recycling program and encourage waste reduction initiatives.
- **Energy Efficiency:** Conduct energy audits and invest in renewable energy sources like solar panels.
- **Conserve Water:** Install low-flow fixtures and educate students on water conservation practices.
- **Green Spaces:** Develop school gardens to teach students about sustainable food production and create a connection with nature.

## **Social Responsibility:**

- **Diversity and Inclusion:** Promote a culture that embraces differences and fosters a sense of belonging for all students.

- **Social Justice:** Integrate social justice issues into the curriculum and encourage students to be advocates for positive change.
- **Health and Wellbeing:** Promote healthy habits through physical activity programs, healthy food options in cafeterias, and mental health awareness initiatives.
- **Community Engagement:** Organize volunteer opportunities and projects that connect students with their communities and address local needs.
  - A. Governance:
  - B. Transparency: Clearly communicate school policies, procedures, and budget allocations to students, parents, and staff.
  - C. Ethical Leadership: Set a strong example by upholding ethical practices and fostering a culture of integrity.
  - D. Student Participation: Empower students through leadership opportunities and encourage them to participate in decision-making processes.
  - E. Sustainability Reporting: Track and report on the school’s ESG performance to measure progress and identify areas for improvement.
  - F. Benefits of Implementing ESG in Schools:
  - G. Prepares students for a sustainable future: Equips students with the knowledge and skills to address environmental challenges and contribute to a greener future.

- H. Creates a healthier learning environment: Promotes a safe, inclusive, and positive learning environment for all students.
- I. Reduces operational costs: Energy and water conservation efforts can lead to significant cost savings.
- J. Attracts and retains talent: Schools that prioritize ESG principles are more attractive to environmentally and socially conscious students, parents, and staff.

### Beyond Classrooms: Making a Difference

Learning doesn't stop at textbooks. Schools can:

- Organize environmental clean-up drives or community gardens, Plastic Free Fridays Competition
- Recycling Competitions
- Host debates or discussions on social issues.
- Partner with local businesses that prioritize ESG.
- Monthly Tree Planting Days
- Environment Clubs
- Prefects Forum

These activities empower students to take action and become agents of positive change. Imagine a school that not only teaches about sustainability but actively practices it!

By championing ESG practices, schools can become powerful change agents, fostering a generation of responsible leaders who are committed to building a more sustainable and equitable future.



# TALKING SUSTAINABLE PROCUREMENT ENHANCING VALUE CHAINS AND GREEN OPERATIONS



**Preston Hwena Supply Chain  
Management Specialist**

Sustainable procurement integrates environmental, social, and ethical criteria into an organization's purchasing and supply chain practices. This approach transcends traditional cost-saving measures, emphasizing the long-term impact on society and the environment. ISO 20400 offers comprehensive guidance on embedding sustainability within procurement, underscoring the balance of economic, social, and environmental aspects in procurement processes.

## Key Components of Sustainable Procurement

1. **Environmental Considerations:** Focus on resource efficiency, waste reduction, and pollution control to minimize ecological footprints.
2. **Social Considerations:** Prioritise fair labour practices, community impact, and diversity and inclusion to foster social equity.
3. **Governance Considerations:** Ensure transparency, ethical sourcing, and compliance to uphold integrity and accountability.

## Benefits of Sustainable Procurement

- **Adopting sustainable procurement practices provides numerous advantages, including:**
- **Cost Savings:** Achieve long-term savings through efficiency and waste reduction.
- **Risk Mitigation:** Reduce risks associated with environmental and social non-compliance.

- **Reputation Enhancement:** Improve corporate image and stakeholder trust.
- **Innovation:** Stimulate the development of sustainable products and services.

## Implementing Sustainable Procurement

To effectively implement sustainable procurement, organizations should:

1. **Develop Comprehensive Policies:** Establish sustainability policies and supplier codes of conduct.
2. **Engage Suppliers:** Assess and build the capacity of suppliers to meet sustainability criteria.
3. **Integrate Sustainability into Procurement Processes:** Incorporate sustainability criteria, lifecycle costing, and performance monitoring.

## ESG Scenario Considerations

- **Three scenarios highlight the importance of Environmental, Social, and Governance (ESG) in procurement:**
- **Environmental Risk:** Mitigate supplier-caused pollution through audits and remediation plans.
- **Social Compliance:** Ensure fair labour practices and address issues like child labour.
- **Governance Breach:** Enforce anti-corruption policies and maintain transparency.

## Sustainable Value Chains and Green Operations

Creating sustainable value chains and green operations is essential for long-term business success and environmental stewardship. This involves:

- **Green Procurement Practices:** Prioritise suppliers with sustainable practices.
- **Resource Efficiency:** Reduce energy and water usage and minimize waste.
- **Renewable Energy:** Increase the use of renewable energy sources.
- **Circular Economy:** Promote the reuse, recycling, and sustainable disposal of materials.

## The Commitment

Commitment to sustainability necessitates long-term dedication and a relentless pursuit of continuous improvement. Organizations can develop resilient and sustainable supply chains that promote environmental conservation, enhance social well-being, and drive economic efficiency by fostering robust collaboration with suppliers, customers, and stakeholders. Embracing global best practices and innovative strategies ensures that these efforts are not only impactful but also aligned with international sustainability standards and goals.

Strengthening Zimbabwe's Industrial Base through Sustainable Local Procurement Initiatives - Wire manufacturing sector perspective

## Webster Murawa – CEO, Survival Hardware TA Continental Wire

Zimbabwe's wire manufacturing sector, once a robust pillar of the economy, has faced significant challenges in recent decades. Factors such as hyperinflation, currency instability, and the impact of the COVID-19 pandemic have strained local suppliers and manufacturers, making it difficult to compete with cheaper imported goods. As a result, the viability of Zimbabwe's domestic industrial base is under threat, leading to adverse effects on local communities. However, there is a pathway to revitalization through sustainable local procurement initiatives.

## The Role of Sustainable Local Procurement

Sustainable local procurement initiatives can serve as a catalyst for growth in Zimbabwe's wire manufacturing industry. By fostering stable domestic demand for locally produced wire products, these initiatives can encourage several key developments:

- **Investment in Modern Production Facilities:** With increased demand, manufacturers can justify investments in updating and expanding their production capabilities.
- **Robust Local Supply Chains:** Supporting local vendors can lead to the development of a more resilient supply chain, reducing dependency on imports.
- **Economic Activity and Employment:** A thriving local manufacturing sector can generate jobs and stimulate economic growth within communities.

Moreover, such initiatives can reduce reliance on imported goods, promote skills development, facilitate technology transfer, and ultimately enhance the competitiveness of the wire manufacturing sector.

## Key Strategies for Implementation

To effectively implement sustainable local procurement initiatives, a coordinated approach is essential. This involves addressing the challenges facing the sector through several strategic actions:

## Government Support

- **The government plays a crucial role in creating an enabling environment for local vendors. Key actions include:**
- **Favorable Policies and Regulations:** Implementing tax incentives and subsidies for local procurement can help local businesses thrive. Additionally, imposing tariffs or non-tariff barriers can limit unfair competition from imported goods.
- **Access to Finance:** Collaborating with financial institutions to improve access to affordable credit and working capital is vital. Initiatives such as loan guarantee schemes can provide the necessary financial support for local vendors.

- **Skills Development and Training:** Investing in training programs can help local vendors enhance their capabilities and meet quality standards, which is essential for competing in the market.

### Private Sector Collaboration

The private sector also has a critical role in supporting local manufacturing through:

- **Supplier Development Programs:** Large corporations can partner with governments and development organizations to provide training, mentorship, and access to finance for local vendors.
- **Joint Ventures and Partnerships:** Exploring joint ventures can allow private companies to leverage complementary capabilities and access new markets.
- **Sustainable Procurement Practices:** Corporations can commit to long-term procurement practices that prioritize local vendors, providing them with reliable business opportunities.

### Development Partner Support

Development partners can assist by:

- **Technical Assistance:** Providing technical support can help local vendors improve their operations and comply with international standards.
- **Access to Finance:** Collaborating with financial institutions to expand financing options tailored to local vendors' needs can help them grow.
- **Market Linkages:** Facilitating connections between local vendors and larger domestic or international buyers can open new market opportunities, enhancing their growth prospects.

### Conclusion

The revitalization of Zimbabwe's wire manufacturing sector is not only possible but necessary for the country's economic prosperity. By implementing sustainable local procurement initiatives, stakeholders can create a self-reliant and globally competitive manufacturing sector. A coordinated approach involving government support, private sector collaboration, and development partner assistance is essential to build a supportive ecosystem that empowers local vendors. As the industry looks to the future, there is a tremendous opportunity for growth, innovation, and collaboration that can benefit both manufacturers and the wider economy.

## ALIGNING ESG ISSUES TO CORPORATE STRATEGY ENHANCING RETURN ON INVESTMENT AND SHAREHOLDER VALUE



**Tsungie Matiure-Manyeza** Head of Corporate Communications & Marketing Zimbabwe National Road Administration (ZINARA)

The evolution of organizational commitment to environmental, social and governance issues has somewhat taken an accelerated shift from “nice to do”, to “must do” and now to “need to do”. This has been triggered by emergence of new knowledge regarding the actual impact of businesses on societies and environments, changing consumer preferences, and the converse impact on the business as well as deepening focus on organizational risks. From the philanthropic style driven mostly by good will, the journey has transitioned to the CSR/CSI approach which enabled a more structured impact based methodology. With the coming in of the SDGs, priorities and government commitments shifted, bringing organisations to account for their contribution to the various pillars of social, economic and environmental issues. Climate change, market forces and the investor interest have since caused organisations to rethink their business models, resulting in a considerable narrowing to address ESG issues as a part and not parallel to the business.

However, the ESG narrative has been presented in a relatively complex package, leaving it to be a preserve for large and multinational enterprises. The smaller enterprises, which are in fact constituting the value chain of the larger enterprises directly or indirectly, seem to be unsure of where they should be playing in the whole ESG field. The big question is then - How can organisations of any size align or integrate ESG into their strategies and business models in order to realise a return on investment and shareholder value?

Start from the start; building in ESG as a metric in strategy formulation as opposed to a parallel process. This involves contextualizing ESG in the market sentiment researches, employee and stakeholder inquiries and the preliminaries of strategy formulation as well as the full suite of situational analysis. This sets the tempo from the get go and ESG is not scheduled as an add on. This analysis enables organisations to funnel down to their materiality issues. Materiality is basically the concept of an issue being relevant or significant. In sustainability “Materiality is the principle of defining the social and environmental topics that matter most to your business and your stakeholders.” (KPMG). Materiality assessment may very well be part of strategy preliminaries which will be considered in tactical and resource planning.

Secondly, this strategy must be well communicated and socialized among ALL stakeholders. Just as pre-strategy research and analysis may involve consultation of these various constituencies, the outcome of the strategy which includes ESG must be well articulated, giving emphasis to the core pillars that include ESG focus. At this stage, when the strategy is then cascaded to all facets of the organization, ESG factors are embraced by all stakeholders and shareholders must be able to anticipate corresponding ROI.

Thirdly, when tactics are being set into motion, organisations should imbed ESG into the implementation of strategy with a direct focus on the enterprise tripod of People, Product and

Processes as the triad of organisations. With clearly set timelines and measurable metrics, ESG actions must be allocated budgets and resources with performance cycles linked and included in the various other strategic actions. Remember, what we don't measure does not get done. This is also key for the reporting stage. Many times organisations find it difficult to articulate their ESG performance, mainly because whatever actions that were taken, no performance measurement system was in place and moreover, the ESG elements were not included in the strategic actions in the first place.

Further to these 3 fundamental actions, three key principles will determine if indeed the investment into the identified ESG issues will yield any return on investment. The first one is leadership commitment. Unless leadership views ESG principles as business enablers, tick-box implementation will prevail, and indeed no return can be guaranteed. The tone at the top is unquestionably critical.

Secondly, consistent management action, monitoring and reporting is critical. In order to keep the momentum, planned actions must be regularly tracked and the practice of reporting must be adopted with the similar frequency as any other performance targets.

Lastly, ESG matters are best implemented as part of the culture and not as an add on activity. ESG must go beyond "what we do" to "who we are and how we do things around here". This ensured that small actions are taken at individual level and each compounds to something bigger and greater with tangible long term impact.

So really, where does an organization begin. I will propose the 3 ways to pick a fruit concept. First pick the fruit on the ground. Assessing and seeing what it is that is already in place that you are doing that is contributing to your ESG cause. This may include looking at initiatives that may have been introduced as cost cutting measures but are actually

environmentally sound. It may even governance activities implemented towards improving systems and these have reshaped the organisation's governance outlook. Remember, fruit on the ground is usually ripe already! Many organizations have a handful of activities which can be reviewed and classified for ESG reporting. Furthermore, the contribution of these activities to the bottomline can be extrapolated and then tracked going forward.

Once "fruit on the ground" is picked, consider low hanging fruit. These are the actions within arms length which if implemented can add to some impact with the potential to further develop. These are actions not yet started but certainly very easy to do. Once rhythm is attained at this level, consciousness and cultural integration are very likely and results become more tangible. Lastly is going for the fruit on top of the branch. As can be imagined, these are actions that require significant action and considerable resources. These are also those that have bigger impact and return. At this stage, expertise, reporting and investment are all at a higher level, while the expected ROI is more long term and highly anticipated. These are the actions anchored in the organizational strategy and well articulated as business enablers.

According to Verna Solutions "Investor demand for ESG is on the rise around the world, with 42% of global investors prioritizing client expectations and reputation when making ESG decisions (up from 37% in 2021)" (June 2024) This means that investors are confident that ESG investing has higher guarantees of returns and are sensitive to the market dynamics that also prefer ESG compliant products and services. Even more critical is that, investor interest in long term financial relationships pushes interest towards organisations that are proving to be resilient and future-proof by having robust ESG in place. In this reality, ESG implementation is indeed best practice and soon enough, the only practice.



## WALKING THE SUSTAINABILITY TALK



**Cynthia Tapera - Certified Expert in ESG and Impact Investing**

In times of economic and geopolitical uncertainty, how are businesses keeping sustainability at the top of the corporate agenda? How are Chief Executives and Boards leading their organizations towards a more sustainable and profitable future? Where sustainability and profitability conflict, how do you strike the right balance? As old business models fail due to climate change, how can organizations adapt and find new markets? These are some of the questions that businesses are asking due to intensifying pressure from consumers, trading partners, investors, regulators, and employees to back their commitments with verifiable action.

The sustainability movement that began sweeping the corporate world in advanced economies decades ago is now hitting home in full force. Companies are finding that mere pledges to go green and be socially responsible and transparent are not enough, they need to back their commitments with verifiable action. It is exciting to see Zimbabwe taking the charge, in November 2023 the Zimbabwe Stock Exchange published a practice note for issuers for the mandatory adoption of sustainability reporting. The sustainability reporting framework came into effect on 1<sup>st</sup> January 2024 and is ushering in a new paradigm for sustainability reporting in Zimbabwe. It's fair to say that the framework is an effort to raise the significance of sustainability reporting to the level of financial reporting, while establishing transparent, comparable information regarding companies' environment, social and governance (ESG) performance. But sustainability reporting is more than just a reporting obligation- it intends

to transform the business sector into a more sustainable and resilient economy.

As I reflect on the outcomes of COP28, pronouncements of corporate commitments highlight the transformative potential that the private sector can play in driving real sustainable change. Businesses should embrace sustainability across the organization, go beyond compliance, and deliver the increasingly critical business sustainability. Sustainable business practices are essential for creating a resilient, equitable and prosperous future for both businesses and society as a whole, ensuring that we leave no one behind. Companies need to figure out how to manage physical and transition risks that may endanger assets, attract capital, align their climate strategies to global net-zero objectives, and develop products and services resilient enough to succeed in even the most dynamic of markets. Several companies are taking actions that could help in key export markets. Last month I met with a group of Global Sustainability Leaders in London to discuss, among other things, how sustainability has become a global imperative for trade reflecting on two recent European Union (EU) regulations that will impact companies exporting into the EU. We are reminded that what happens in the EU does not necessarily stay in the EU, therefore companies exporting into that market need to start embracing sustainability in their strategies and operations.

When people talk about sustainability reporting the one thing I hear the most is what ESG material

issues do we focus on- companies need to focus on areas that have the most potential to endanger enterprise value. An accurate materiality analysis directs resources to the ESG topics that are most critical across your organization's value chain. By identifying and addressing sustainability issues that are material from an impact or/and financial perspective, companies lay the foundation for a successful ESG and sustainability strategy and reporting practice.

As a Chief Sustainability Officer, what happens when your board or CEO says, "I get that sustainability reporting is important but you got this right?" Well yes I have a plan but also no because I need robust data collection systems and new data governance, I need a new audit plan, I need new internal controls and I only got this if I have hands on deck. It's really important internally to be able to drive this message that sustainability reporting compliance is not an exercise that happens behind closed doors of your ESG or sustainability team. You are going to need your internal organization on board, you are going to need to get your Finance team, your IT team, your internal control and your internal audit teams on board with you on the road to compliance, your HR colleagues to help you with training all of these colleagues in retraining them on how to record their data and how to ensure that processes are documented and followed. It's a massive retraining exercise and you need them on board.

You need them on board because its compliance but you also need to sell them on it so that they are willing and part of the effort. Those that look at sustainability and only see the burden are missing the point, I like to remind myself that if you think of sustainability fundamentally it's changing the rules for ESG governance and setting a bar for compliance and ultimately that helps the strategies that we are building within our companies.

To enable businesses to win with sustainability they need to embed it into the company's purpose, business strategy, and goals, make resilience and change a priority of the organization's core operations through ESG initiatives and leverage and accelerate technological innovation to reach sustainability while considering new sustainable business models to capture emerging opportunities. In addition to having science-based- and publicly stated and reported- targets, businesses need to continually communicate and engage with stakeholders to demonstrate that the company is keeping its promises.

While the area of sustainability is rapidly evolving and may be daunting, aligning sustainability efforts with financial and operational strategy empowers organizations to lay the groundwork for transformation and growth in a resilient, climate-neutral and circular economy.

# THE INTERSECTION OF ENVIRONMENTAL HEALTH AND SUSTAINABLE DEVELOPMENT: A PATH FORWARD



**Professor A Nunu - CARE  
Advisory Committee Member**

The interrelation between environmental health and sustainable development is increasingly being recognised as a critical global challenge. Environmental degradation, pollution, and climate change have threatened the survival of humans and negatively impacted the health of communities. This has been strongly associated with unsustainable practices such as deforestation, uncontrolled extraction of minerals, water, and land pollution just to mention a few. Addressing issues that have negative consequences on the health of the environment requires a holistic approach that seeks to integrate environmental protection, social equity, and economic development.

Considering this, it should be noted that sustainable development and environmental health are interdependent, that is, a clean and safe environment is essential for human health, while a polluted and contaminated environment and climate change can lead to various health problems, including respiratory diseases, waterborne illnesses, malnutrition, and

heat-related illnesses. Climate change is a major driver of environmental health risks, including extreme weather events, air pollution, changes in disease vectors, and the emergence of new diseases that require preparedness, as they are a threat to human health.

This calls for environmental health stewardship, crafting of policies that centre on human health, environmental protection, and effective governance for promoting sustainable development and the protection of human health. As CARE Zimbabwe we committed to contribute meaningfully to this discourse through advocacy, addressing issues on social equity to promote resilience to the vulnerable and minority populations, and facilitating information sharing and research which would help communities adapt to changes in climate while enhancing their health outcomes and promoting international cooperation and collaboration.



Communities' resilience is tested as farmers grapple with unpredictable weather patterns that disrupt their livelihoods, while extreme weather events and food and water insecurity further exacerbate existing inequalities, putting their health, safety, and future at risk.



Enhancing long-term  
food security and resilience.

care

# THE COMMITMENTS

## Food security and nutrition and sustainable agriculture

### Glytime Foods

Environmental, Social and Governance factors to assess the sustainability of companies and countries. Focusing on the highest-priority ESG issues for our company, system and stakeholders is a foundational step in how we conduct business and develop our corporate strategy. It is also foundational to how we evolve and report on our business and our ESG progress. Strategies employed against these priority issues are designed to build business resilience and adaptation to current and future disruptions to operations, supply chain and communities in which we operate. During 2022, we undertook a thorough review of our priority issues in collaboration with a cross-functional internal team and key external stakeholders

### Sustainable Agriculture

As Glytime Foods we rely on agricultural ingredients to make and package our products. Ensuring these ingredients are sustainably sourced is a key priority for us, essential to our efforts on climate resilience, water security, human rights, sustainable packaging and economic empowerment. As climate change leads to more extreme weather and increased water stress, more sustainable agricultural practices will play a vital role in promoting resilience across our supply chain and in the communities that produce our agricultural ingredients. We track progress against our sustainable sourcing goal for our

priority ingredients like oats, raw honey, splits nuts, corn, nuts and raisins. Our Principles for Sustainable Agriculture (PSA) advance and standardize our core values at the farm level from small-scale farmer cooperatives to large commercial operations supporting livelihoods and helping to ensure continuity of supply.

### Investing in Products with Added Nutrition and Enhanced Benefits

Value addition is a strategic approach used by Glytime that involves enhancing the quality, market value, and economic potential of agricultural products, such as grains, fruits, and vegetables. In addition to the granola, honey, and other products that our company provides, our partnership with Care International is enhancing value through the use of locally produced grains to make different porridge formulations that are rich in micro-nutrients. We are also working on heritage-based products like granola baobab infused with the baobab. In addition we will be formulating granola that is infused with marula nuts. Dried fruit combinations, and different indigenous nuts. The main focus is on addressing the specific nutritional needs of populations where undernutrition is an ongoing concern. New product development focuses on producing organic products that are healthy, tasty, and loaded with essential nutrients to meet different age groups.



### Empowering Smallholder Farmers

Glytime's business model is centred on uplifting smallholder farmers, who are the backbone of our supply chains for products like granola, rolled oats, pumpkin seeds, and nut-based cookies. In the Eastern Highlands Vumba Mountain region where we source many of our raw materials, the average farm size is just 2-3 acres. These small-scale producers often face significant challenges, from limited access to modern farming techniques to volatile market prices that make it difficult to earn a stable income.

Glytime is committed to changing this reality. We work closely with cooperatives and farmer associations to provide training on sustainable agricultural practices, such as organic fertilization, water conservation, and integrated pest management. We also offer reliable, above-market pricing and facilitate access to affordable financing so that smallholder farmers can invest in their land and improve productivity. Notably, over 60% of the farmers in our supply chains are women, who play a vital role in household food security but often face disproportionate barriers.

Through these interventions, we are helping smallholder farmers enhance their livelihoods and build more resilient, prosperous communities. Since partnering with Glytime, the average annual income of our partner farmers has increased by 25%, enabling them to better meet their families' basic needs, send their children to school, and plan for the future.

Our support extends beyond just financial assistance. Glytime also invests in community infrastructure and services that improve overall quality of life. For example, we've helped construct and equip local health clinics, provided clean water access, and built storage facilities to reduce post-harvest losses. By tackling the holistic needs of farming communities, we're creating a multiplier effect that generates long-term, systemic change.

### Protecting the Planet

Glytime's sustainable value chains don't just benefit people they also safeguard the delicate ecosystems where our ingredients are grown. The Vumba Mountain region is home to diverse flora and fauna, including several endangered species. However, unsustainable agricultural practices and deforestation have threatened this precious biodiversity in recent decades.

That's why Glytime has made environmental stewardship a core part of our operations. We work closely with local NGOs to implement regenerative farming techniques that improve soil health, conserve water, and protect vital habitats. For example, our pumpkin seed and macadamia nut suppliers have adopted agroforestry models that intersperse food crops with native trees, providing critical shade and wildlife corridors. Glytime also uses pool cars to transport employees to avoid carbon emissions. Furthermore use of car wash gun to save water.

We also ensure full traceability across our supply chains, from the honey we source directly from Vumba beekeepers to the rolled oats grown by smallholder farmers. This allows us to verify the provenance of our ingredients and monitor environmental impacts in real-time. And by investing in renewable energy and waste reduction initiatives at our own manufacturing facilities, we're reducing our carbon footprint and waste.

Glytime's environmental commitments go beyond just our own operations. We actively support community-led conservation efforts, providing grants and technical assistance to local NGOs that are working to protect endangered species, restore degraded landscapes, and promote sustainable land use. For instance, we've partnered with a Vumba-based organization to reforest critical wildlife corridors, which are vital for maintaining the region's rich biodiversity.

## Promoting Healthy Living

Glytime's ultimate goal is to nourish people and communities through our products. That's why we are unwavering in our commitment to developing healthy, minimally-processed foods that support active, vibrant lifestyles.

All of our granolas, cookies, and other offerings are made with simple, whole-food ingredients that are free from artificial additives, preservatives, and refined sugars. Our pure, raw honey is a natural sweetener packed with antioxidants, while our nut-based cookies provide satiating plant-based protein. And by sourcing our rolled oats and pumpkin seeds from smallholder farmers, we're ensuring these nutritious ingredients retain maximum freshness and flavour.

Beyond just providing better-for-you products, Glytime actively promotes healthy living through educational campaigns and community outreach initiatives. We partner with local health clinics to distribute nutrition guides and cooking demos, empowering families to make informed choices for their wellbeing. We also sponsor sports leagues, community gardens, and other programs that encourage physical activity and wellness.

Importantly, Glytime's approach to health isn't just about individual behaviours it's about creating an enabling environment where people can thrive. That's why we advocate for policies that improve food security, such as school meal programs and targeted nutrition assistance. We also work with local governments to increase access to affordable, healthy food options in underserved communities

Glytime Foods play an important role in helping to create the systemic change necessary to achieve a healthier planet and a more inclusive and sustainable economy. Collaboration with a multitude of internal and external stakeholders is essential if we are to achieve our purpose of refreshing the world and making a difference. Meaningful partnerships with

governments, business and civil society can drive collective action and build shared opportunities for people and communities around the globe. As Glytime we have an opportunity to use our size and scale to take on economic challenges that require broad collective action, such as fostering excellence in product development, helping eliminate plastic waste and supporting sustainable agriculture. As a business that operates locally, we can extend our influence and reach because of the strength. Transparency and accountability are fundamental elements of our stakeholder engagement approach. Also Partnerships are an important part of our work to advance ESG goals, in part because many of our goals cannot be achieved on our own. We must join forces with others to address some of the world's biggest challenges. We have formed partnerships with a range of incredible organizations that are making a difference in areas such as sustainable agriculture. As Glytime continues to grow, we remain unwavering in our mission to create positive social and environmental impact. By further strengthening our sustainable value chains, we will continue uplifting smallholder farmers, safeguarding precious ecosystems, and inspiring healthier communities - all while nourishing people with our wholesome, delicious foods.

Through constant innovation and stakeholder collaboration, we're exploring new ways to deepen our impact. This includes piloting agroforestry models that sequester more carbon, scaling up renewable energy use in our facilities, and developing educational programming for the next generation of sustainable food producers.

It's an ambitious vision, but one that we are confident we can achieve through our steadfast commitment to people and planet. After all, Glytime's success is intrinsically tied to the wellbeing of our farming communities and the natural environments that sustain us all. As we move forward, we'll continue putting these interconnected priorities at the heart of everything we do.



## Sustainability Positive Impacts

### STANBIC BANK

Stanbic Bank Zimbabwe Limited recently launched its inaugural Sustainability Report, becoming one of the few local banks to do so. The report covers the leading financial services institution's sustainability performance and impacts on society, environment and the economy, highlighting its commitment to responsible business practises and positive community impact.

The publication of the inaugural Sustainability Report marks a significant milestone in Stanbic Bank Zimbabwe's commitment to transparency, accountability, and responsible banking practices. The report showcases the bank's dedication to integrating sustainability into its business model, ensuring it contributes positively to the economy, environment, and society.

Key Highlights in the report include the institution's comprehensive Corporate Social Investment Initiatives (CSI). Through CSI, Stanbic aims to create value for stakeholders by delivering initiatives that contribute towards enhancing the Bank's brand and reputation. Stanbic Bank recognises the importance of creating sustainable positive impacts in communities and as such the initiatives are designed to address all societal challenges, aiming to bring about long-term positive change.

In line with its commitment towards co-creation and collaboration, the bank aims to establish long-term partnerships that are relevant and impactful. Through investments in education, healthcare, environmental conservation, and other areas of need, Stanbic Bank contributes to the overall well-being and development of the communities it serves.

One area where Stanbic focuses its efforts is in supporting the growth and sustainable development of public health services in Zimbabwe. Stanbic contributes towards improving access to



quality healthcare through equipment donations and refurbishments of medical units. The bank's initiatives are carefully designed to make a positive impact on the lives of those who are less privileged and unable to afford medical care. Stanbic's goal is to improve access to essential medical services and contribute to the overall well-being of communities.

In 2023 Stanbic Bank Zimbabwe donated over USD 160,000.00 towards education, environmental conservation and healthcare benefiting organisations such as Albino Charity Organisation of Zimbabwe (ALCOZ) and Cancer Association of Zimbabwe (CAZ). Marondera Provincial Hospital was a beneficiary of haemodialysis machines valued at USD 50 000.00

Stanbic Bank Zimbabwe seeks to also ensure sustainability in its operations and has renewable energy sources, such as solar systems. The institution has diversified its energy sources and reduced reliance on non-renewable energy. Stanbic Bank Zimbabwe invested in energy management systems, including smart building technology and energy monitoring systems. These systems enable real-time monitoring and control of energy usage, allowing for proactive management and optimisation. Regular maintenance of equipment

and systems is conducted to ensure efficient operation and minimising energy waste. During the year 2023, Stanbic utilised 270,400KWH of solar energy across its branch networks.

Stanbic Bank Zimbabwe is also committed to promoting financial inclusion by continuously evolving services, platforms, processes, and procedures. It aims to ensure universal access to, and affordability of, its products and services, particularly for historically marginalised groups. This commitment to financial inclusion has had a positive impact on improving economic performance and empowering individuals and communities.

Stanbic recognises the importance of customer education on financial products and the need for safe and secure access to banking solutions. Lack of adequate customer education can pose material financial risk exposure, and the bank is committed to addressing this through accessible financial literacy programs. These programs aim to empower Stanbic customers with the knowledge and skills necessary to make informed financial decisions. In 2023, Stanbic Bank facilitated 207 Financial Literacy academy sessions to improve the financial health of beneficiaries.

**2023**   
Stanbic Bank Zimbabwe donated over  
**USD 160,000.00**  
towards education,

## Building A Sustainable Future



### Power Africa Labs

#### Expanding Sustainable Building Practices:

- We will push for a national sustainable building certification program, green financing options, and educational workshops for professionals

#### Promoting Clean Energy Solutions:

- We will advocate for clean energy generation, transmission and use of energy efficient practices and appliances

#### Fostering Smart Innovation in the Built Environment:

- We will bridge the digital divide and promote access to information by encouraging smart city innovations like the PAL Smart Bench.

#### Standardization and localization:

- We will develop practical and replicable sustainable building design guidelines considering local materials and climate.

#### Retrofitting existing buildings:

- We will develop cost-effective strategies for improving the energy and water efficiency of existing buildings.

#### Promoting Sustainable Materials and Construction:

- We will conduct research on readily available or locally produced sustainable building materials and advocate for policies that promote sustainable materials and discourage harmful ones.

#### Enhancing Building Performance:

- We will conduct evaluations to assess the performance of sustainable buildings and identify areas for improvement then integrate smart building technologies to optimize energy and water consumption. We will improve our training programs for building owners and facility managers on sustainable operation and maintenance practices.

By focusing on these areas, PowerAfrica Labs is confident that we can make a significant contribution to a more sustainable future for Zimbabwe's cities and communities. We are here to partner with stakeholders who share our vision for a thriving, sustainable Zimbabwe.

## Sustainable and innovative in financial products for under-banked communities



### Mukuru

The foundation of our business was built by providing the continent's migrant diaspora with safe and convenient international money transfers. From this base we have grown a wide range of products and services that take their cue from our customers' needs and aspirations for greater financial security and a better life.

To this end, we continue to build a highly robust and resilient physical and digital financial payments

infrastructure across Africa that unlocks value-added services for our local customers. This includes cash transfers, Mukuru Funeral Cover, Enterprise and Aid Payments as well as the Mukuru Card.

As a fintech provider, Mukuru has underpinned its successful customer engagement strategy with the ability to 'speak the language' of its users and gain a grassroots understanding of the unique pain points that customers face in each market.

## **Amplifying the charge in promoting ESG principles and driving sustainability in Zimbabwean media.**

### **Zimpapers Television Network (ZTN)**

Zimpapers Television Network (ZTN) has been at the forefront of promoting environmental, social, and governance (ESG) principles in Zimbabwe. Through our various programs and news coverage, ZTN has been instrumental in sharing best practices, identifying challenges, and amplifying key stakeholder voices driving the sustainability agenda in the country.

One of the key roles that ZTN plays is in highlighting the importance of adopting ESG principles in business operations. They regularly feature companies that are leading the way in sustainable practices, showcasing the benefits of integrating ESG into their operations. By shining a spotlight on these companies, ZTN inspires others to follow suit and contributes to the overall improvement of corporate sustainability in Zimbabwe.

ZTN also plays a crucial role in engaging with key stakeholders in the sustainability space. They host discussions and interviews with government officials, industry experts, and NGOs, providing a platform for these voices to be heard and for important issues to be discussed. By amplifying these voices,

ZTN helps to bring attention to the challenges and opportunities in driving the sustainability agenda forward.

In addition, ZTN has formed partnerships with clients who are committed to sustainability. By working closely with these clients, ZTN is able to showcase their efforts towards sustainability, further inspiring others to take action. The symbiotic partnerships with companies and organisations such as Forestry Commission, Nyaradzo Group, Econet, Confederation of Zimbabwe Industries (CZI) and others in planting trees as well as amplifying the ESG cause on all Zimpapers media platforms its worth a round of applause. These partnerships helped to create a network of companies that are actively working towards a more sustainable future for Zimbabwe.

Generally, Zimpapers Television Network plays a critical role in promoting ESG principles and driving the sustainability agenda in Zimbabwe. Through our media coverage, partnerships with clients and engagement with key stakeholders, ZTN is helping to create a more sustainable and prosperous future for the country.



## **Ensuring Sustainability becomes a way of life**

### **ZB Financial Holdings Ltd**

ZB Financial Holdings Ltd is committed to sustainability and engendering ESG tenets in its day-to-day business operations, not just out of the need to be compliant, or ticking boxes, but fundamentally ensuring that sustainability becomes a way of life and a way of doing business. In view of this, the Group's medium-term plan for 2021-2025 embedded long-term sustainability of operations as a key theme underpinning its strategy.

ZBFH commits to striking a balance between the welfare of the People and communities it serves, preservation and promotion of the Environment (Planet) in which it operates for current and future generations, and the quest for Profit and sustained growth. This is commonly referred to as the Triple Bottom Line [People, Planet, Profit].



ZB is one of 14 financial institutions in Zimbabwe which are seeking sustainability certification through the Reserve Bank of Zimbabwe (RBZ)-led Sustainability Standards Certification Initiative (SSCI). The Group could not attain certification by 31 December 2023 as had been targeted and is now seeking to get certified in FY2024. SSCI certification will be awarded by the European Organisation for Sustainable Development (EOSD). This bears testimony to the level of commitment that ZB has regarding sustainability.

As part of its sustainability certification journey, the Group had to craft a Purpose Statement: “improving people’s lives through service”. In a bid to live up to this Purpose Statement, as part of the Group’s Organisational Transformation Program [OTP], the Group reviewed and changed its business model to a new customer-centric model, which seeks to create happiness for people [customers, staff, shareholders, regulators and all other stakeholders]. In fact, the Group’s FY2024 strategy is summarised in one statement: sustainable growth through creating happy people.

Under the Group’s 3 High Impact Goals, namely “Promote financial inclusion”, “Foster investments in Sustainable Infrastructure” and “Stimulate the Real Economy” ZBFH aims to avail resources towards supporting Government priorities, including the National Development Strategy 1 (NDS1), as well as Sustainable Development Goals (SDGs) being prioritised by Government in the country’s Vision 2030 towards attaining upper middle-income status.

As part of its ESG initiatives, ZB has a target of planting no less than 10,000 trees as a start, in FY2024. Plans are also in the pipeline to partner with other organisations to expand the tree-growing

initiative, as well as spearhead solar power projects for rural communities. The Group is also at an advanced stage of greening its buildings, starting off with rolling out solar power across its operations, starting with the Head Office.

Regarding social and governance, the Group is committed to promoting Diversity, Equity and Inclusion [DEI] by helping address legacy imbalances that have seen women, youth, people living with disabilities [PWD], among others,


being mostly sidelined or under-represented in the mainstream economy. Through ZB Bank, the Group has a Financial Inclusion Strategy designed to improve consumption of financial products [e.g. loans for productive purposes] by women, youth and people living with disabilities. ZB also advances Diversity, Equity and Inclusion by ensuring that women, youth and people living with disabilities are adequately represented in its Executive Management, Board membership as well as across the Group staff.

In FY2023, the Group entered into a Memorandum of Agreement with the Women Owned Business Trust (WOBT), a trust whose primary purpose is advancing women owned businesses through capacity building and providing access to markets. Under the Agreement, ZBFH is listed as one of the WOBT Supplier Diversity Inclusion Partners (SDI) with the target of ensuring that qualifying WOBT members are onboarded as part of the Group’s suppliers’ listing.

To ensure adequate coverage of its sustainability, ESG and greening contributions, the Group has started incorporating ESG Reporting in its financial statements and Annual Report, and will progressively improve on this to ensure full compliance.

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## SOIL AND WATER CONSERVATION TECHNIQUES HELPING FARMERS TO WITHSTAND EL-NINO



Despite living in a drought prone area of Matyenyika located in ward 15 of Buhera Rural District, an area initially set aside for cattle ranching, Sithebile Zingwe (50) and her husband Modreck Munyika (50) now largely rely on agriculture to feed their five children after being trained on soil and water conservation techniques in 2021. “Joining Takunda interventions lifted me to a higher level and has toughened me to live and adapt within the harsh climatic environment around us”, said Sithebile. Buhera Rural district in Zimbabwe is one of the many rural areas in Zimbabwe that experiences seasonal droughts and unreliable rainfall. Sithebile is one of the 8 052 farmers trained by the project on resilience designs across the four districts of operation.

# THE PLEDGES

## Printing Agony Solutions

### We pledge to

- **Afforestation and Reforestation:** Plant trees on virgin tracts of land and replace forest devastated by humans, veld fires, lightning etc. to mitigate the effects of climate change like Elnino which we are currently experiencing.
- **Participate in the Global Supply Change:** To develop relationships that builds new nets to expand the sustainability of the Going Green Agenda. Encourage local Procurement.
- **To apply the 4Ps Concept:** Checking on the process level that hinders the 'Lets us nature to have a naturing future mantra.
- **Enable the Role of the Public sector, Government** to help in creating a conducive environment that allows NGOs to operate and applied together. Acting together.
- **Practice Biodiversity conservation:** protecting ecosystem from excessive rate of extinction and the run down of biotic togetherness.

## Auctions World

pledges to embark on sustainable auction practises, hosting auctions with a green theme featuring items from recycled materials. We encourage consigners and buyers to embrace sustainable living and support green initiatives. Partaking in charity auctions and partnering with environmental organisations and donating a portion of our proceeds towards the green cause.

## Friends of the Environment

We commit to integrate ESG in our business. Mukaro Augustine

## CJV Medical Supplies

pledges to increase local procurement to at least 30% and implement ESG policies in CJV Medical Supplies. Cheurombo Pswarayi

## Procurement Regulatory Authority of Zimbabwe (PRAZ)

pledges to foster sustainable public sector procurement through inclusivity and embracing stakeholder diversity. Tatenda Siziba

## Eastern Renewables

pledges to integrate ESG principles into our core values and business strategy. Simbarashe Mutsengerere

## Generational Impact Finance

We pledge to foster financial Inclusion and increase Green financing Heather Chikami

## Greens Supermarket

Reduce greenhouse gas emissions, increase use of renewable energy, minimize waste and pollution, and protect natural resources. *Albert Tanyanyiwa*

## Environment Voluntary Management

Advocate for a friendly environment that is free from hazardous and harmful chemicals used by artisanal minerals during mining. - *Tsverukai Madzivo*

## Fresh Legal Perspectives

Ending Poverty. - *Joshua Takawira*

## Carhub Rental

### We pledge to

- Competency Development in Training New Leaders.
- 20% Carbon Neutral Asset Base by 2030.
- 0% Green Washing of Business Objectives & Targets.
- Tree Planting at Premises and Individual Households of all Employees Annually.
- Use of Tax Incentives provided under Income Tax Act of 1967.

## Armadale Boutique Lodge

We pledge to supporting sustainability in our community. - *Nicola Blythe Wood*

## LACC Enterprises P/L

Our commitment to the environment includes not only our own operating policy but also encouraging our clients to choose eco-friendly printing methods, processes, and materials for their products. Recycling is a vital part of our ESG policy. LACC Enterprises currently aims for an 85% recycling rate of paper cuttings. We have increased our recycling collections from one to three times per week, covering all paper and plastic. - *Mr. Lovemore Gutura*

## Hygienic Services Pvt Ltd

As our Mission states, Hygienic Services stands "To be the provider of hygiene solutions that deliver a safe environment". - *Vanessa Shamu*

## Nakisa Identity (Pvt) Ltd

### We pledge to

- To promote the use of reusable materials.
- To promote the of machinery with little to no carbon emission.
- Raising awareness on the advantages of using reusable and recyclable products.
- Promoting local products through suppliers whom are in support of preserving the environment.

- *Bright Matambo*

## Voluntary Economic Environmental Management

### We Pledge to

- Taking a lead in rescuing the environment from pollution.
- Recycling waste foods for livestock feeds hence mitigating El Nino drought.
- Helping artisanal miners to comply with environmental regulations.
- Voluntary cleanup campaigns in the cities.

*Masline Wadzana Manhanga*

## Don Foss Enterprises

As a retailer of stationery and ICT products, we recognize our responsibility to promote sustainable consumption and production.

We are committed to sourcing our inventory from suppliers that adhere to environmental, social standards including the use of recyclable materials.

Our long-term goal is to provide alternatives that minimize waste and support the circular economy.

As Don Foss Enterprises we are committed to stop greenwashing .

## Marshridge Enterprises trading as Industrial Solutions

“As a woman led organisation Industrial Solutions is committed to achieving Sustainable business goals through the integration of ESG goals into our business strategy.

We shall achieve this by:

- Working with NGO`s in Zimbabwe supplying them with quality products at competitive pricing so as to ensure communities projects are sustained & benefit their livelihoods through generations.
- Create a new generation of business leaders by employing young men & women inculcating entrepreneurial skills, work ethics, honesty, clean workspace that benefit the community we serve.
- Ensure we comply with all relevant governance & statutory requirements

*Ms Tsitsi Dube*

## Preeminence hardware

Our organization is dedicated to contributing to the achievement of SDGs goals. We commit to incorporating the principles of the SDG into our business practices, focusing on goals 13( Climate action, 8 ( Decent work and Economic growth, 12( Responsible Consumption and Production We aim to reduce carbon footprint by 50 percent by 2030 and ensuring that our supply chain adheres to ethical and sustainable practices. We strive to make a positive impact on the environment and society, creating a more sustainable future for all.

*Nyasha Michael Chikosi*



## GREEN COMMITMENT PARTNERS

Armadale Boutique Lodge  
Auctions World  
CARE Zimbabwe Advisory Committee  
Carhub Rental  
CJV Medical Supplies  
Don Foss Enterprises  
Eastern Renewables  
Ecobank Zimbabwe  
Fresh Legal Perspectives  
Friends of the Environment Generational Impact Finance  
Glytime Foods Green Governance Zimbabwe Trust  
Greens Supermarket  
Hygienic Services Pvt Ltd  
LACC Enterprises P/L  
Marketers Association of Zimbabwe  
Marshridge Enterprises T/A Industrial Solutions  
Mukuru  
Nakisa Identity (Pvt) Ltd  
Nyaradzo Group  
Power Africa Labs  
Preeminence Hardware Printing Agony Solutions  
Procurement Regulatory Authority of Zimbabwe (PRAZ)  
Stanbic Bank  
Survival Hardware TA Continental Wire  
The Graceland Guesthouse Pvt Ltd  
Voluntary Economic Environmental Management  
Wild Africa Fund  
ZB Financial Holdings Ltd  
Zimbabwe National Road Administration  
Zimpapers Television Network





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