

SUSTAINABILITY REPORT 2021

Unity Bank continues to champion its sustainability initiatives by carrying out its business in a way that is environmentally and socially conscious. We continue to work in line with the Nigerian Sustainable Banking Principles (NSBP) to develop a profitable yet sustainable economic growth in the banking sector. We continually aim at integrating environmental and social policies into decision-making and how we run our business on day-to-day basis.

Women Empowerment

As a sustainable Bank, we are committed to promoting an inclusive workplace culture through policies and initiatives that support the leadership development and positive of female employees at all levels of the organization. Our Executive management encouraged female staff through participation in both internal and external leadership events and engagement in a women-focused network. The staff maternity leave policy was also reviewed to meet industry standards, facilitating full payment of maternity leave allowance to all-female staff who have worked for a minimum of six (6) months in the organization as opposed to the previous twenty-four months (24) requirement. In celebration of International Women's Day, the Bank supported the Girl Child Concern (GCC) – a Non-Governmental Organisation centre to rehabilitate young girls affected by the insurgency and support the growth of young girls.

Network of Entrepreneurial Women (NECA) is an organization which encourages women in local and international businesses whilst nurturing entrepreneurship amongst others. The Octoberfest meeting was a forum to enlighten women on different aspects of women's health and it provided opportunities to showcase their products and services. The Bank supported the programme to promote and empower the female gender.

Environmental Management

Unity Bank continuously enforces strict paper management with the use of E-signature to reduce paper usage and waste during documentation and approval processes. We also use a printer allocation and count system to ensure paper management across head office departments and functions. To buttress our continuous drive towards environmental sustainability, Unity Bank partners with various recycling firms to ensure our waste is disposed of in a sustainable manner.

In celebration of the 2021 Earth Day, we partnered with Kids Beach Garden to organize a beach cleanup as part of activities marking Earth Day; an annual event observed globally on the 22nd of April to draw attention to climate change and promote healthier practices to reduce pollution in the world. The clean-up was therefore aimed at enhancing sensitization of staff and promoting community action for environmental protection.

During the year, Unity Bank held capacity-building initiatives and internal sensitizations to focus on promoting business practices that reduced the generation of non-biodegradable waste, improved its treatment through effective recycling, low carbon emissions, etc, that impacts the environment.

Education and Development

In a bid to provide “Quality Education” (SDG 4) for the underserved and disadvantaged, Unity Bank supported Do-Estdot International school, a special needs school located in Lagos state with the aim of providing equal education services for pre-school, primary, secondary for children with special needs to provide additional facilities, expand the school structure, and improve on resources needed to improve

the standard of learning and create a more conducive learning environment for the students.

The Bank was the official financial partner to Ocean Ambassadors Foundation - a catch-them-young bottom-top approach Non-Governmental Organization determined to close the gender gap in the Advanced Technology (ICT), Maritime, Transportation, logistics and Supply chain sector in Nigeria. With the support provided by the Bank, the foundation was able to empower 3,000 secondary school girls in the capacity building initiative. This intervention underscores the importance of training the girl-child to participate actively in the relevant sectors.

The Bank visited and facilitated financial literacy Training at Eminent Academy in Ado-Ekiti, Ekiti state. The financial literacy training was carried out in a bid to boost financial education, savings culture and investment amongst young students. Over the years, the Bank has consistently provided financial literacy programs to schools, but these initiatives are even more important as the Central Bank of Nigeria and other stakeholders have worked out the framework as part of financial inclusion strategy designed to target secondary schools across the federation.

Health and Wellbeing

In our effort toward achieving the Sustainable Development Goals (SDG) 3: Health and well-being for all at every stage of life, the Bank supported the Borno State Contributory Healthcare Management Agency (BOSCHMA), an initiative with a mandate to provide quality and affordable healthcare services to residents of Borno State. The goal of the intervention was to support and boost the facility of the Agency to enhance accessibility and affordability of healthcare by beneficiaries.

Unity Bank in partnership with various organizations facilitated the refurbishment of the Anti-Robbery Unit office at Maroko police station. The Maroko police station is one of the 107 police divisions in Lagos state which has been responsible for the

security and protection of residents in the environs. The refurbishment helped to provide a more conducive working environment for the police officers to perform efficiently and increase the well-being of residents in the surrounding communities.