



SUSTAINABILITY REPORT 2026

Communication on Progress

United Nations Global Compact

Reporting Period: 2025 | **Published:** April 2026

Headquarters: Mogadishu, Somalia

Operations: Somalia · Kenya · Sudan · Nigeria

veynuus.com





Our Impact at a Glance

70% Women in management	5/8 C-suite roles held by women	4 Countries of operation	10+ Published case studies
100% Staff covered by Responsibility Policy	2 Formal sustainability policy documents	2025 Year of UN GC accession	#1 First CoP submission

About Veynuus

Turning ideas into action, and action into impact.

Veynuus is a female-owned and female-led multidisciplinary consulting and business services firm headquartered in Mogadishu, Somalia, with active operations across Kenya, Sudan, and Nigeria. We partner with governments, UN agencies, international organizations, and private sector actors to design and implement strategies that drive sustainable impact.

Our work spans five core service areas: Strategic Communications & Media, Financial Advisory & Management, Business & Trade Services, Human Capital Services, and Research, Data & Policy. We combine rigorous analysis with hands-on implementation — bridging the gap between policy intent and real-world results in some of Africa's most complex operating environments.

Veynuus became a signatory to the UN Global Compact on 10 April 2025, committing to align our operations and strategy with the Ten Principles on human rights, labour, environment, and anti-corruption. This is our first Communication on Progress, submitted for the 2026 reporting cycle.





CEO Statement of Continued Support

As the founder and CEO of Veynuus Firm, I am proud to reaffirm our commitment to the United Nations Global Compact and its Ten Principles. Since joining the initiative in April 2025, the Global Compact has provided a meaningful framework through which we have strengthened our internal policies, sharpened our governance practices, and deepened our accountability to the communities and institutions we serve.

At Veynuus, sustainability is not an add-on — it is embedded in how we work. We operate in environments where human rights challenges, governance deficits, and institutional fragility are daily realities. This means our commitment to the Ten Principles is not aspirational: it is operational. Every project we take on, every partner we engage, and every piece of advice we provide is shaped by our values of integrity, inclusion, and impact.

This report reflects an honest account of where we are, what we have done, and where we are going. We are a growing firm, and we do not claim to have all the answers. But we are committed to continuous improvement — and to being transparent about our progress and our challenges.

I invite our clients, partners, and stakeholders to hold us accountable to these commitments.

Naima A. Moalin

Founder & Chief Executive Officer,





Governance & Sustainability Leadership

Veynuus is a founder-led firm where sustainability governance is exercised at the highest level. The CEO maintains direct oversight of all sustainability commitments, integrating human rights, labour, environmental, and anti-corruption considerations into all strategic decisions.

Senior Advisory Oversight

A senior independent expert provides quarterly oversight and advisory support on high-level projects and sustainability matters — reviewing decisions, flagging risks, and ensuring alignment with our UN Global Compact commitments.

Policies in Place

- Veynuus Integrated Ethical, Environmental & Workforce Responsibility Policy (VF/CORP/POL-002/2025)
- Veynuus Policy Addendum: People, Protection & Digital Responsibility (VF/CORP/POL-003/2025)

★ Priority Areas 2026–2028:

Governance, Human Rights, and Labour are our core sustainability focus areas. We plan to formalize environmental and anti-corruption frameworks within the next two years.

Human Rights

We uphold human rights not as a compliance exercise, but as a daily operational commitment in some of Africa's most challenging environments.

Our Commitments

- We do not engage in or support activities that violate the rights of individuals or communities
- Conflict-sensitive principles applied to all project design and partner selection
- Research and data collection conducted with full informed consent
- Rights of vulnerable groups — displaced persons, refugees, women, youth — protected in all programs
- Digital privacy treated as a fundamental right in all data management practices

Key Actions in the Reporting Period

- World Youth Skills Day 2024 — Ministry of Youth & Sports + IOM: amplified youth rights and employment policy
- UNMAS–IOM South Kordofan, Sudan: visibility support in conflict-affected humanitarian context
- Somalia Youth Peace & Security consultations: youth voices captured in national policy framework
- MOCT Legislative Engagement, Nairobi: advancing governance and digital rights
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⚠ Challenge:

Operating in fragile states means human rights risks are present in many project environments. We manage these through conflict-sensitive due diligence and close collaboration with UN and government partners.





Labour Rights & Decent Work

As a female-owned and female-led firm, we hold ourselves to an exceptionally high standard on labour rights — and our workforce reflects this.

Our Workforce at a Glance

70% Women in managerial positions	5/8 C-suite positions held by women	100% Staff on voluntary contracts	0 Tolerance for discrimination
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Our Commitments

- All employment is voluntary, contractual, and fairly compensated
- Hiring based strictly on merit, qualifications, and organizational need
- Zero tolerance for discrimination on any basis — gender, age, religion, ethnicity, clan
- Safe working conditions and equitable access to training and career development
- Right to freedom of association recognized and respected
- Confidential reporting channels and whistleblower protections in place for all staff
- Equal pay for work of equal value — a core and actively practiced commitment

Mental Health & Wellbeing

Staff working in fragile and conflict-affected environments face elevated psychosocial pressures. Veynuus maintains a psychologically safe workplace, with regular management check-ins and flexible working arrangements where feasible.

→ Forward Commitment:

We will introduce a formal wage benchmarking and equal pay review process within the next two years, building on our existing equal pay commitment.

Environment

As a services firm in Somalia, we prioritize practical, context-appropriate environmental action over compliance theatre.

Actions Taken

- Reduced paper consumption — digital-first documentation across all offices
- Energy-efficient equipment and responsible resource use promoted among all staff
- Environmental responsibility clauses in all supplier and partner engagement standards
- ISO 14001 environmental management principles applied where feasible
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Challenges & Forward Plan

Operating in Somalia and other fragile contexts presents unique challenges — limited infrastructure, unreliable energy supply, and absence of formal benchmarking systems. We commit to establishing baseline environmental metrics and a formal action plan within the next two years.

⚠ Challenge:

Fragile operating environments limit our ability to implement formal environmental monitoring systems. We are committed to developing practical, context-appropriate solutions within the next two years.

Anti-Corruption

We are honest about the corruption challenges we face — and resolute in our commitment to resist them.

Our Commitments

- Zero tolerance for bribery, facilitation payments, and corrupt conduct by staff or partners
- Rigorous due diligence screening of all clients, partners, and suppliers
- Confidential internal reporting channels and whistleblower protections in place
- Active participation in governance strengthening work with government and UN partners

Challenges

During the reporting period, Veynuus encountered external corruption pressures in government payment processes. These incidents were escalated to senior leadership for review. We are actively strengthening our documentation, escalation, and contract design processes.

⚠ Challenge:

Systemic facilitation demands in certain public sector payment processes remain an ongoing challenge. We are committed to reducing exposure through stronger internal controls, staff training, and smarter contract design.

→ Forward Commitment:

Veynuus will formalize anti-corruption risk documentation procedures and a staff training programme within the next two years.

Contribution to the SDGs

SDG 5

Gender Equality

SDG 8

Decent Work &
Economic Growth

SDG 10

Reduced Inequalities

SDG 16

Peace, Justice &
Strong Institutions

SDG 17

Partnerships for the
Goals





- SDG 5: 70% female management; female-led firm advancing women's leadership in Somalia
- SDG 8: Workforce development, youth employment, and skills programs across East Africa
- SDG 10: Programs serving displaced persons, refugees, and marginalized youth in fragile contexts
- SDG 16: Governance reform, public financial management, and institutional capacity strengthening
- SDG 17: Active partnerships with UN agencies, government ministries, and international organizations

Forward Commitments 2026–2028

★ Our 2026–2028 Pledges:

We are committed to continuous improvement and to being publicly accountable for our progress under the UN Global Compact.

- Formalize a standalone Gender Equality Policy reflecting our leadership position
- Develop a Digital Security and Data Protection Policy aligned with international standards
- Establish baseline environmental metrics and publish an environmental action plan
- Introduce a formal wage benchmarking and equal pay review process
- Build staff capacity on conflict sensitivity, anti-corruption, and do-no-harm approaches
- Establish a formal advisory board to strengthen governance oversight
- Publish our second Communication on Progress by 31 July 2027



This report constitutes Veynuus' 2026 Communication on Progress to the UN Global Compact.

