



Global Compact
Network Kenya

IMPACT BRIEF

Advancing Gender Equality and Human Rights Due Diligence in Kenya's Agribusiness Sector

Strategic Partnership Agreement (SPA 2.0), Kenya | 2023-2025

Global Compact Network Kenya is helping agribusiness companies translate commitments on gender equality, human rights and environmental due diligence into practical systems, action plans and collective action.

Gender equality

Human rights due diligence

Social sustainability



PROGRAMME OVERVIEW

At a glance

IMPLEMENTING PARTNER

Global Compact Network Kenya

FUNDER

Danish International Development Agency (DANIDA) through Confederation of Danish Industry under the Strategic Partnership Agreement (SPA 2.0)

TOTAL GRANT ALLOCATION

USD 100,000.00

Why this matters

22%+
of national GDP

40%+
of national employment

Kenya's agribusiness sector sits at the heart of both the national economy and global supply chains. Women are highly represented across horticulture, floriculture, textiles and food processing, yet labour standards, gender

IMPLEMENTATION PERIOD

January 2023 - December 2025

GEOGRAPHIC FOCUS

Kenya, with regional and global engagement

THEMATIC FOCUS

Gender equality, human rights and environmental due diligence, and social sustainability in agribusiness value chains

inequality and human rights risks remain persistent across value chains.

SPA 2.0 was designed to close the implementation gap by helping companies move beyond policy commitments toward operational due diligence, measurable gender action and stronger accountability.

STRATEGIC DIRECTION**Programme objectives****1**

Increase adoption of human rights and environmental due diligence across agribusiness companies.

2

Strengthen integration of gender equality, diversity and inclusion within business strategy and operations.

3

Improve compliance with international labour and human rights standards across value chains.

4

Institutionalize collective action and multi-stakeholder dialogue on social sustainability.

5

Enhance the competitiveness of Kenyan agribusinesses in global markets.

DELIVERY MODEL**Key interventions****01**

Conducted baseline assessments on human rights due diligence and gender equality to identify capacity and implementation gaps.

02

Delivered structured capacity-building on human rights, environmental due diligence and gender equality integration.

03

Implemented the Social Sustainability Impact Program for agribusiness companies, combining technical training, peer learning and action planning.

04

Convened national and regional platforms including the Regional Gender Equality Conference, African Business and Human Rights Forum and policy dialogues.

05

Supported application of global tools including the Women's Empowerment Principles Gender Gap Analysis Tool and due diligence assessment frameworks.

06

Launched and institutionalized the Social Sustainability Working Group as a standing multi-stakeholder platform for practical collaboration.

07

Supported private sector participation in the implementation of Kenya's National Action Plan on Business and Human Rights.

REACH AND RESULTS

Measured progress

SPA 2.0 delivered sustained engagement and measurable outcomes across company practice, peer learning and national dialogue.

80+ Agribusiness companies engaged directly through structured programme cohorts	94.7% Participating companies completed human rights and environmental due diligence assessments by 2025	94.7% Developed human rights action plans aligned with international standards
73.6% Adopted gender equality, diversity and inclusion strategies	78.9% Developed gender equality action plans with defined implementation measures	600+ Stakeholders engaged through regional and national convenings

48 companies

joined the Women's Empowerment Principles in 2025, up from 27 in 2024 and 24 in 2023 - a 77.8% year-on-year increase in national signatories.

Collective action beyond targets

Three joint actions were undertaken through the National Action Plan on Business and Human Rights Steering Committee, the Social Sustainability Working Group and co-hosting at the annual African Business and Human Rights Forum, exceeding programme targets.

PROJECT IMPACT

From commitment to implementation

Kenyan agribusinesses moved from high-level commitment to operational due diligence, action planning and stronger internal accountability.

- Companies institutionalized human rights and environmental due diligence through formal assessments, action plans and internal governance structures.
- Gender equality moved beyond policy statements to measurable strategies and workplace practices.
- Businesses improved readiness to respond to emerging global regulatory and buyer requirements.
- Multi-stakeholder collaboration on social sustainability was institutionalized through standing platforms and policy processes.
- Kenyan private sector voices were elevated in regional and global business and human rights dialogue.

Participating companies reported improved internal alignment, clearer accountability mechanisms and increased confidence in addressing labour, gender and human rights risks across operations and supply chains.

Value for future funders and partners

- Deliver complex, multi-year social sustainability programmes with measurable outcomes.
- Translate global responsible business standards into actionable, sector-specific implementation.
- Achieve high rates of adoption and follow-through among participating companies.
- Convene credible multi-stakeholder platforms that influence both practice and policy.
- Scale impact through structured programmes, peer learning and collective action.

The programme provides a tested and adaptable model for advancing gender equality, human rights due diligence and social sustainability in high-risk sectors.

About Global Compact Network Kenya

As a special initiative of the UN Secretary-General, the United Nations Global Compact is a call to companies everywhere to align their operations and strategies with ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption, and to take action in support of UN goals.

Global Compact Network Kenya promotes sustainable and ethical business practices in Kenya and Uganda, and currently engages over 280 participating companies.



Network Kenya

280+

participating companies

Stakeholder information

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FUNDING PARTNER

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Strategic Partnership Agreement (SPA
2.0)