SUSTAINABILITY REPORT 2021

VRA... We Add Value to Lives



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To be a Model of Excellence for Power Utilities in Africa



The Volta River Authority exists to power economies and raise the living standards of the people of Ghana and West Africa. We supply electricity and related services in a reliable, safe and environmentally friendly manner to add economic, financial and social values to our customers and meet stakeholders' expectations.

Accountability Team Work Commitment Integrity Trust

Our Values

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CORPORATE LEADERSHIP



Mr. Kofi Tutu Agyare Chairman



Mr. Emmanuel Antwi-Darkwa Chief Executive



Rev. Dr. Joyce Rosalind Aryee Member



Chief Musah Badimsugru Adam Member



Mad. Janet Akosua Gyasiwaa Member



Mr. Richard Obeng Okrah Member



Most Rev. Dr. Cyril Kobina Ben-Smith Member



Mr. Solomon Adjetey Sowah Member



Hon. Kwame Anyimadu-Antwi Member



Mrs. Claudia Gyeke-Aboagye Board Secretary, VRA

CHIEF EXECUTIVE'S MESSAGE

The year 2021 continued to be a challenging one considering the enormous global economic losses the COVID-19 pandemic presented to businesses. The disruptions caused by the pandemic distracted our sense of normalcy in many ways. Nevertheless, our tenacity prevailed as we ensured to remain a leader in sustainability in the power sector.

On this note, I wish to express my profound gratitude to the Authority's Staff and all stakeholders for their contributions towards our



sustainability efforts. The global course of this pandemic remains unpredictable, but we are optimistic that the worst of the economic consequences will continue to be behind us, especially if we continue to remain vigilant.

Moving forward with response to the global clarion call for a cohesive approach to confronting the challenges of climate change, the Volta River Authority (VRA) responded by diversifying its generation portfolio to achieve Government's Renewable Energy Policy objectives as well as VRA's Renewable Energy Policy, which seeks to develop and operate renewable energy plants in an efficient, cost effective and environmentally sustainable manner.

Our institutionalised Carbon Footprint Management Programme (CFMP), which details planned actions and interventions aimed at pollution prevention, waste reduction and sustainable development, has guided our development through the introduction of key interventions including the *Volta Gorge Reforestation Programme, Climate Smart Stove (CSS) initiative, Corporate Waste Segregation Programme*, and the use of less carbon-intensive fuels in generation activities. The implementation of these initiatives has inured to a reduction in the Authority's GreenHouse emissions.

In particular, our CSS programme initiated in 2016 has encouraged a shift from the traditional reliance on firewood as domestic fuel with the introduction of the fuel-efficient and energy saving improved cook stoves for the people in our riparian communities. The initiative, a collaborative action with the Fisheries Department in the Asuogyaman District has so far seen the construction of 500 stoves. It is the Authority's commitment to construct about thousand stoves by 2024.

That aside, two major tree-planting programmes, the *Volta Gorge Reforestation Programme*, and the *Buffer Zone Reforestation Programme*, covering about 5,300 Hectares of land in and around the Volta Gorge Area and other parts of the Lake are vigorously being pursued, to serve as

carbon sinks. The carbon sink has the objective of contributing to our carbon emission effort and by extension impact positively on the climate change agenda.

Further to that, VRA in 2021 partnered with Government through the Ministry of Lands and Natural Resources towards its "Greening Ghana Project". The event, which coincided with the Authority's 60th anniversary celebration, saw the planting of 600 tree seedlings across the Authority's work locations. It is instructive to state that, these tree seedlings were provided from the Authority's Central Nursery at Akosombo.

It is imperative to also state that, internally, the Authority has initiated conscious actions to operate sustainably by reducing waste generation through our "Corporate Solid Waste Segregation Programme". The programme aims at separating solid waste into its components at source to facilitate easy recycling. So far, 5.9 tons of office waste paper has been transferred for recycling.

Furthermore, we have also incorporated digital technologies in our workflow to ensure business continuity in a paper-less work environment. This includes the Electronic Document & Records Management System, Microsoft Office 365 suite, digitisation of various internal processes, and substantial improvement in Information and Communication Technology infrastructure, all geared towards attaining development in a sustainable manner.

In terms of our thermal generation function, VRA has since 2018 committed itself to its strategic decision of relying solely on natural gas for power generation. This transitioning away from liquid fuels has led to a significant reduction in carbon emissions, thereby contributing to our quest to ensure development in a sustainable manner and more importantly, contribute to the global climate change agenda.

Again, as part of efforts to contribute to the Government of Ghana's Renewable Energy Master Plan (REMP) goal of achieving 10% renewable generation by 2030, VRA as at the end of 2021, have installed 22.5MW of Solar PV in commercial operation. This comprises of the 2.5MWp solar plants in Navrongo, along with the 6.5MWp in Lawra and 13MWp in Kaleo, both in the Upper West region. The Kaleo and Lawra solar projects are to be expanded from a total of 19.5MWp to 35MWp under a similar financing arrangement between the Government of Ghana, KfW Development Bank, and the Authority.

Added to that, VRA remains fully committed to living in green spaces with the development of rooftop solar facilities in our operational areas. As evidence of this, we have successfully completed the installation of rooftop solar photovoltaic and a solar car park at our Head Office at the Electro-Volta House in Accra. Today, the 148kWp capacity project is estimated to reduce electricity consumption by at least 23%. This ultimately would inure to cost-savings on electricity use at the Head-office.

The Authority is currently working to develop about 150MW of Wind Power at identified sites in the southern parts of the country. Currently, feasibility Studies, Environmental and Social Impact Assessment (ESIA) and Grid Impact studies have been concluded for the first 75MW Wind Power project at Anloga, Srogboe and Anyanui in the Volta Region.

Finally, our planned Akosombo Smart City Project aims at redesigning the Akosombo township into a resilient city and a technology hub, without compromising the environmentally friendly nature of the township. The Project is expected to turn the Akosombo municipality into an industrial technological park, with data centres, and would be a home to global technological companies, who would also become users of our clean and sustainable energy resources. As a first step in this novel project, we would be introducing electric buses in our transport fleet starting 2022. This initiative would complement our efforts at reducing or GreenHouse Gas emissions.

The Volta River Authority wishes to assure its stakeholders that the Authority shall continue to pursue these policies with determination to confront the challenges of climate change to ensure the sustainability of our business, communities, and the environment.

Sincerely,

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CHIEF EXECUTIVE

ABOUT US

Brief History

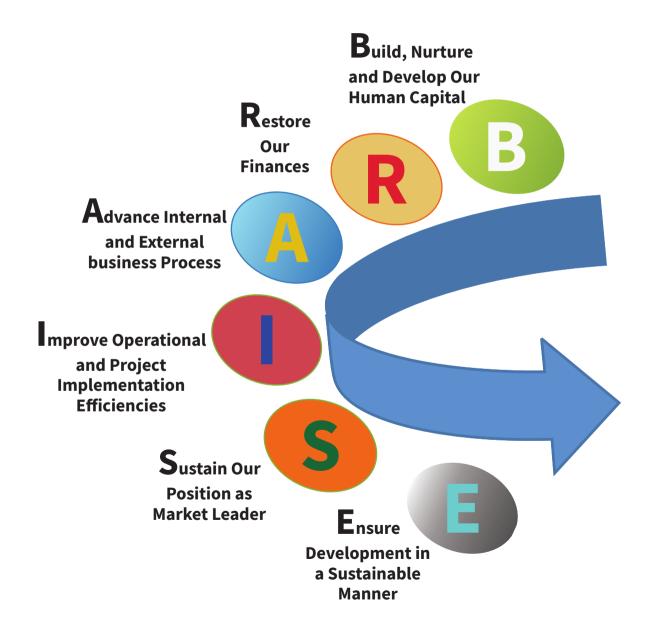
The Volta River Authority (VRA) was established on April 26, 1961 under the Volta River Development Act, Act 46 of the Republic of Ghana with the mandate to generate, transmit and distribute electricity. However, following the promulgation of an amendment to the VRA Act in the context of Ghana Government Power Sector Reforms in 2005, VRA's mandate has been largely restricted to the generation of electricity. The amendment has the key function of creating the enabling environment to attract Independent Power Producers into Ghana's Energy market.

Following the amendment, the transmission function has been hived off into an entity designated Ghana Grid Company whiles VRA's Distribution agency, the Northern Electricity Department has been transformed into the Northern Distribution Company, a wholly owned subsidiary of VRA.

The VRA diversified its power generation portfolio to take advantage of available and sustainable sources of energy, mainly Hydro, Thermal (Natural Gas and Liquefied Petroleum Products) as well as Solar Energy sources.

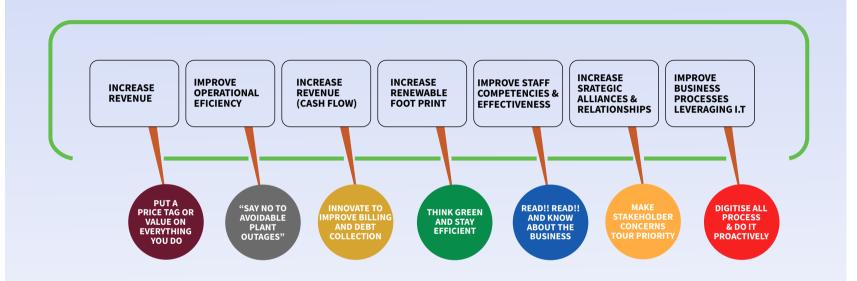
PLANT	INSTALLED CAPACITY (MW)
Akosombo	1,020
Kpong	160
TAPCO - T1	330
Tema Thermal 1 Plant - TT1PP	110
Tema Thermal 2 Plant - TT2PP	80.0
Kpone Thermal Power Plant - KTPP	220
Ameri Power Plant	250
VRA Navrongo Solar Plant	2.5
Lawra	6.5
Kaleo	13
Total Capacity	2,532

CORPORATE STRATEGY

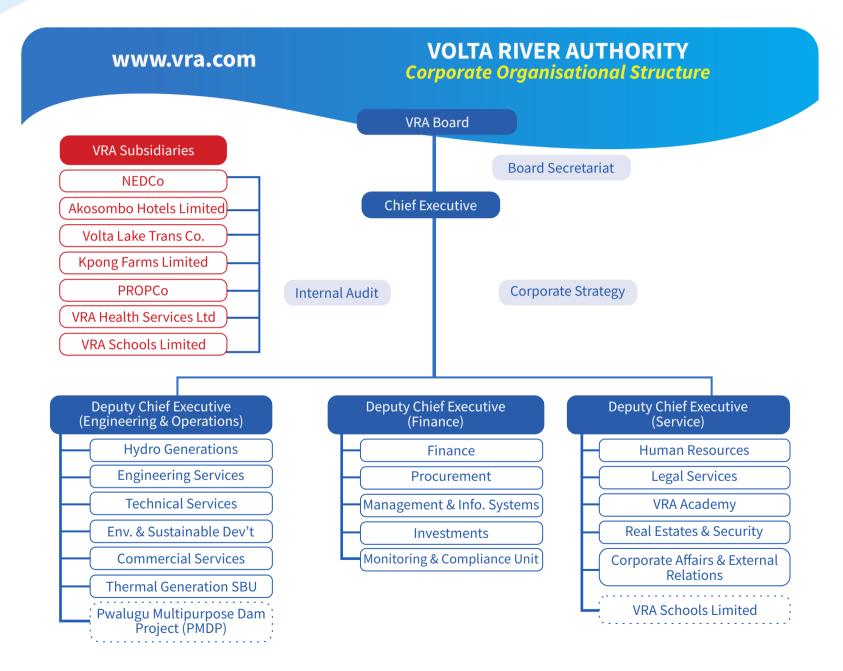


SUSTAINABILITY PLAN

INCULCATING PRIVATE SECTOR MINDSET IN PUBLIC SERVICE DELIVERY



CORPORATE ORGANISATIONAL CHART



DOMESTIC CUSTOMERS

The VRA reaches its customers in Ghana and neighbouring countries through Ghana Grid Company (GRIDCo's) transmission system, which covers the entire country and links up with the national electricity grids of Cote d'Ivoire (Compagnie Ivoirienne d'Electricité), Togo and Benin (Communauté Électrique du Benin), as well as Burkina Faso (Société Nationale d'électricité du Burkina Faso).

Electricity Company of Ghana (ECG) remains VRA's major bulk customer. Power sold to ECG and NEDCo caters mainly for domestic, industrial and commercial concerns within Ghana.

> Bulk Sales are also made to many mining companies including AngloGold Ashanti, Newmont Ghana Gold Limited, Goldfields Ghana Limited, and Golden Star Resources Group

Bulk Sales to other industries such as Aluworks, Akosombo Textile Ltd., and Diamond Cement Ghana Ltd., form part of our domestic supply

EXTERNAL CUSTOMERS

Cote d'Ivoire, Compagnie Ivoirienne d'Electricité (CIE).



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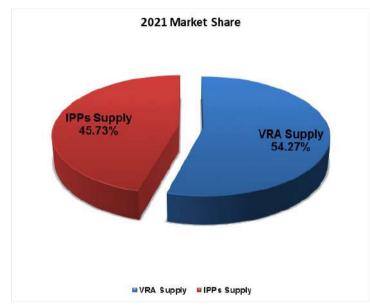
Communauté Electrique du Benin (CEB), Togo and Benin



Société Nationale d'électricité du Burkina Faso (SONABEL)

Market Share

VRA is still the market leader in Ghana's electricity market with a share of 54.27% as at the end of 2021. This indicates a marginal increase of 1.24% shares over its 2020 shares, with the remaining 45.73% being the shares of all the IPPs and other generators.



Role in Regional Cooperation

VRA is a major foundational player of the West African Gas Pipeline Project (WAGP). The project is a 20-inch 600km long natural gas transmission pipeline from Nigeria to Ghana. VRA's participation in the WAGP is to get natural gas from Nigeria to operate its thermal facilities, and thereby reduce significantly the cost of thermal generation, while increasing electricity availability, accessibility, affordability and protecting the environment. The project now supplies gas to VRA thermal facilities. Recognising VRA's distinctive competencies in power system operations, the United Nations Development Programme (UNDP), appointed VRA as the principal consulting agency for the implementation of an Emergency Power Programme (EPP) in Liberia after years of conflict. Consequently, VRA embarked on a power construction scheme to restore power to Monrovia and other critical institutions.

In collaboration with the West Africa Power Pool (WAPP), VRA is participating in the development of a power pooling mechanism to provide the West African Sub region with increased accessibility, availability and affordability to electricity under the auspices of ECOWAS.

VRA is a founding member of the Association of Power Utilities of Africa (APUA) previously known as Union of Producers, Transporters and Distributers of Electric Power in Africa (UPDEA).

APUA aims to promote the integration and development of the Africa power sector through active corporation among its members and all international power sector organisations and donors.

Our Materiality Analysis

Our material issues focussed on environmental, social, human rights and business ethics performance and commitment. They are defined along our own community development framework and issues that are of importance, taking into cognisance the United Nation's Global Compact guiding principles and the 17 Sustainable Development Goals.

SUBSIDIARIES

Northern Electricity Distribution Company

The Northern Electricity Distribution Company (NEDCo) is the sole distributor of electricity in the Ahafo, Brong Ahafo, Bono East, Savannah, Northern, North East, Upper East, and Upper West as well as parts of Ashanti, Western North and Oti Regions, thus covering 64% of the geographical area of Ghana.

NEDCo manages the distribution infrastructure that supplies electricity to customers of VRA in border towns like Hamele', Leo and Bittou in Burkina Faso as well as Dapong in Togo. NEDCo also supplies electricity to Chache' which is a border town town in Cote d'Ivoire via Power Purchase Agreement between NEDCo and CI-Energies.



Akosombo Hotels Limited

The Akosombo Hotels Limited runs a three (3) star hotel, restaurant, modern conference/seminar facilities, pleasure activities, including cruising on the lake by MV Dodi Princess, and promotes tourism.



Volta Lake Transport Company Limited

The Volta Lake Transport Company (VLTC) also operates river transport for passengers, haulage of petroleum products and cargo such as cement. VLTC also provides ferry services across various parts of the Volta Lake.



VRA Property Holding Company

VRA Property Holding Company is responsible among others for the efficient management of all commercial real estate assets of VRA and its operational subsidiaries.



VRA International Schools Limited

The VRA International Schools Limited (VISL) offers study opportunities in international curricular such as the Cambridge International Examination (UK) and the Scholastic Aptitude Test (USA) certificates. The VISL provides quality and affordable first and second cycle education in Akosombo, Akuse and Aboadze to wards of stakeholders of the Authority and the general public.



Kpong Farms Limited

The Kpong Farms Limited (KFL) in the past played a significant role in agricultural development through commercial farming, agro-processing and provision of machinery services. In recent times however, KFL's concentration is on commercial rice production; that is the cultivation, processing and packaging to the final consumers.





VRA Health Services Limited

The VRA Health Services Limited (VHSL) provides medical care for Staff and their dependants as well as the general public. Its services are currently in the Authority's operational enclaves such as Akosombo, Akuse, Accra and Aboadze. VHSL also provides in-patient, out-patient and specialist services.





ABOUT THIS REPORT

This report describes VRA's sustainability performance in 2020 and covers its Social, Environmental and Economic Performance. The content of the report specifically describes VRA's business activities within the context of our sustainability performance and our contributions to the Seventeen (17) United Nations (UN) Sustainable Development Goals (SDGs), which encourage businesses to consider how they can best contribute to overcome global challenges.

The report has been prepared with reference to the ten (10) principles of the United Nations Global Compact to which VRA has been a signatory since 2003, and specifically addresses issues relating to the seventeen SDGs.



SOCIAL PERFORMANCE



ALTERNATIVE LIVELIHOOD

VRA's beekeeping and fruit-tree development projects, serve as alternative sources of income generation to alleviate poverty among members of Community Based Organisations in our riparian communities.

In 2021, Three Hundred individual from 15 beneficiary communities were targeted for the bee keeping project in the buffer zone out of which 243 litres of pure honey was harvested, bringing the total to 900 litres since 2016.

2 NO HUNGER

HUNGER ALLEVIATION

VRA is commited to eliminating hunger among its people. In 2021, the

Authority created an enabling environment for individuals and companies to carry out fish farming on the Volta lake in an effort to provide the protein needs of Ghanaians.



HEALTH AND WELL-BEING

VRA's commitment to ensure the health and well-being of its people and communities is anchored on the provisions of the Volta River Development Act, Act 46, which mandates the Authority to take reasonable measures to ensure the

health and well-being of the affected communities in its operational areas. The Authority's support towards the fight against COVID-19 is evident in its commitment statement.

VRA MANAGEMENT'S COMMITMENT STATEMENT ON COVID-19

The VRA Management is committed to protecting the health, safety, and overall well-being of its workforce and families, visitors and communities through the implementation of appropriate and acceptable protocols at our operational and work locations to combat the spread of COVID-19

KEEP OUR DISTANCE, WASH YOUR HANDS AND SANITISE REGULARLY'MASK UP ALWAYS; NO FACE MASK NO ENTRY'

The Authority in 2021 procured items listed below at a total cost of GH¢901,800.00 for distribution to various VRA facilities by its COVID-19 and Allied Pandemic Preventive Equipment Adhoc Committee.

Name Of Equipment	Quantity	Departmental Location
Handheld Disinfection Gun	28	Generating Plants.
Air Purifier G30	5	Generating Plants.
Handheld Disinfection Gun	6	Hospitals/Clinics.
SaphaiAir Air Purifier G30	18	Hospitals/Clinics.
Replacement Filters For SaphaiAir Purifier	72	Hospitals/Clinics.
Air Purifier G30	5	Hospitals/Clinics.
Handheld Disinfection Gun	234	Other Areas

VRA also procured key Personal Protective Equipment (PPEs), Medicines, Equipment and Consumables to support the VRA Health Services Limited's (VHSL) fight against COVID-19 Pandemic as indicated below at a total cost of \$998,527.00.

Description Of Items	Quantity
Coverall	2,700 pieces.
Kn95 Nose Mask	1,249 packets.
Gowns, Disposable	12,500 pieces.
Ethanol	50 Drums
Propylene Glycol	1 Drum.
Glycerin	1Drum
Infrared Thermometer	111 singles.
Examination Gloves	1,234 packets.
Surgical Face Mask	3,377 Packets.

Medical Support for Staff and Dependents

VRA continues to provide free medical services for its Staff, retirees and their dependants, to ensure a healthy workforce. Active Staff are enjoined to take their annual mandatory medical examination and also attend compulsory safety meetings held at least four times a month for those who work in various plants and once a month for those offering services and at least four times a month for those working in the generating plants.

Schistosomiasis Control Programme

Pre-impoundment data on schistosomiasis indicated that prevalence of schistosomiasis in the Volta Basin was of no significant public health concern. However, in the last two decades, prevalence rates have soared to significant levels requiring a holistic management as an issue of national concern. To ensure continuance of the social license to operate our hydroelectric dams as well as being a good corporate citizen, VRA recognises the need to address the menace of schistosomiasis particularly in the Volta Basin, from an integrated, multi-sectorial dimension. To this end, VRA instituted a Schistosomiasis Control Unit, which collaborates with some state institutions such as the Ghana Health Services (GHS) of the Ministry of Health (MoH), University of Ghana (UG) and University of Health and Allied Sciences (UHAS).

In 2021, VRA implemented the following integrated approaches to the management and control of Schistosomiasis in the Volta Basin:

- Mass Drug Administration (MDA) to reduce disease parasitic load,
- Shoreline weeds clearing to minimise risk of infection,
- Snail vector prospection and population density assessment to determine infectivity rates and
- Education and Awareness creation to enhance and lead to change in knowledge, attitudes and practices

Results of implementation of these intervention programmes in 2021 are as follows:

MDA to Reduce Parasitic Load through Chemotherapy

The MDA exercises were undertaken in forty-two (42) communities within the Asuogyaman, North Tongu and Biakoye Districts as well as the Kpando Municipality as part of efforts to minimise disease parasitic load through chemotherapy. Three thousand and thirty-nine (3,039) persons including enrolled and out of school children as well as adult populations were treated with Eight thousand, six hundred and ninety (8,690No.) Praziquantel (PZQ) Tablets.

A subsequent evaluation exercise to assess the effectiveness of the MDA had one thousand, one hundred and forty-eight (1,148) persons assessed in forty-one (41) communities. Seventy-four (74) of these persons were diagnosed positive for Urinary Schistosomiasis making an average prevalence of Urinary Schistosomiasis in the Volta Basin 6.45% as against a previous average prevalence of 12.34% in these communities. Our analyses revealed a moderate reduction by 19.52% in prevalence rates. This could be attributed to the MDA exercises as well as the other interventions deployed in majority of the communities evaluated. Figures below provide details of the MDA and evaluation exercises conducted.

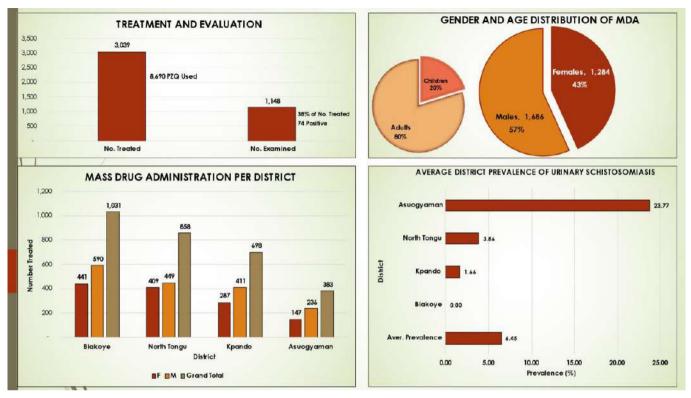
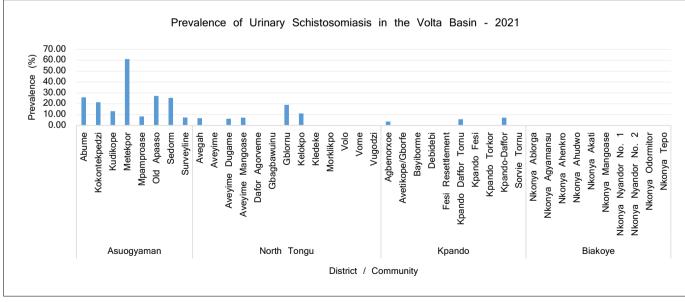


Figure 3 Summary of MDA and Evaluation Source, PHS Schistosomiasis Control Unit - 2021



Source, PHS Schistosomiasis Control Unit - 2021

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Shoreline Weeds Clearing to Reduce Risk of Infection

To enhance efforts at reducing risk of infection with schistosomiasis, VRA undertook Shoreline weeds clearing activities by assisting 40 selected Schistosomiasis endemic communities with simple handheld tools such as wheelbarrows, rakes, 2m-long nylon ropes and cutlasses as well as PPEs such as wader suits, wellington boots and elbow length nitrile hand gloves to support them remove water weeds at their human-water contact sites, to minimise the risk of infection with cercariae, which are transmitted by snails harboured by these aquatic weeds.

In response to a question posed on the floor of Parliament in 2021 about the deteriorating aquatic weed situation in the Lower Volta Basin, VRA increased the number of beneficiary communities in the Lower Volta Basin to address this concern. This served as a stop gap measure while awaiting the commencement of the Lower Volta Dredging and Aquatic Weeds Harvesting Project.

Beneficiary communities include Agbeve, Dzitrokope, Mafi Aklamador, Mafi Dekpoe, Mafi Dove, Mafi Dugame, Mafi Kumikpo, Vome, Afalikpo, Agave Afedome, Aglorkpovia, Akligbekope, Attitekpo, Avegagome, Avegoeme, Bakpa Tademe, Batorgodo, Fiavie Dugame, Hasikope and Kpostome. The rest are Mafi Dekpo, Mafi Devime, Mepe, New Bakpa, Nkonya Amekutsukope, Nkonya Nyandor No. 1, Nkonya Tepo, Nkonya Ablorga, Nkonya Odormitor, Sayikope, Sogakope, Tefle, Kledeke, Avutor, Adidokpe, Klebetikope, Tsetsekpo, Vume, Woetorkor and Zuenu.

Education and Awareness Creation to improve change in knowledge, attitudes and practice

Prior to every Mass Drug Administration exercise, the communities visited are educated on the causes, mode of transmission, symptoms, treatment and prevention of schistosomiasis. This is to influence their behaviour, beliefs and practices towards the disease. All forty-two communities visited have thus been educated and awareness level was observed to have generally increased.

The people of Old Apaaso were initially apprehensive of the MDA exercise sighting instances of serious adverse reactions following some MDA programs by certain institutions. After a thorough educational session, which set their minds at ease, they, including their headman decided to take the medication.

Snail Vector Prospecting and Assessment to Reduce Risk of Infection

We undertook an assessment of schistosomiasis snail vector population density and infectivity levels at the water contact sites of nineteen (19) schistosomiasis endemic communities in the Asuogyaman and Lower Manya Krobo Districts of the Eastern Region and the North Tongu District of the Volta Region.

Eleven (11No.) Biomphalaria pfeifferi and twenty-three (23No.) Bulinus trancatus snails were found per man hour. None of the snails found had cerceriae so were not infective and therefore lacked the ability to cause disease. Infectivity rates for both species of snails in all nineteen (19) communities assessed is thus 0.00%.









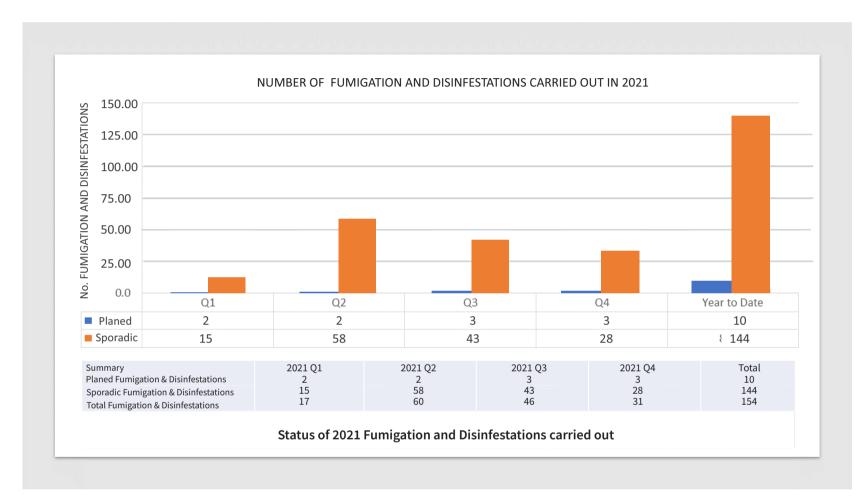






Fumigation & Disinfestation Exercise

In 2021, VRA carried out 154 fumigation and disinfestation exercises at its generating stations and residences as shown in the graph below.





SUPPORT FOR EDUCATION

VRA supports quality education through its Education Scholarship as well as Employee Volunteer Programmes for needy but brilliant students in public Senior High Schools within its operational areas. The Authority also donates educational materials and offers financial support towards science and mathematics education projects and quiz competitions in schools within its impacted communities. These programmes are intended to support national education efforts to maximise the potential of students to contribute to Ghana's human resource development needs.

Donation of Educational Materials

In 2021, the Volta River Authority (VRA) donated educational and COVID-19 preventive materials valued at GHS2 million to 16,000 school children in 30 schools in the Eastern, Volta, Western, Greater Accra and Yeji in the Pru East District of the Bono East regions as part of its 60th Anniversary celebrations using drone technology.

The items comprised of VRA@60 branded school bags, pens, pencils and water-bottles. In addition, COVID-19 personal protective equipment such as nose masks, veronica buckets and hand sanitisers were provided.









Education Scholarship Scheme

Fifteen (15) beneficiaries of VRA's scholarship scheme for the 2020/2021 Academic Year graduated with notable achievements. Mr. Bright Azeibu of Koforidua Technical University from Torgorme resettlement Community obtained the highest Cumulative Grade Point Average of 4.02 in the history of the Koforidua Technical University, whiles Miss. Elizabeth Amartei of the University of Cape Coast from Kpone Community was adjudged the best graduating student for Health, Physical and Recreation Department at the University of Cape Coast.



Best Graduating Student for Health, Physical Education and Recreation Department Elizabeth Amartei





The table below explains the respective class of honors of the fifteen (15) graduating beneficiaries.

FIRST CLASS / DISTINCTION

NAME	INSTITUTION	PROGRAMME
Kumah Elias Elorm	Kwame Nkrumah University of Science and Technology	Bsc. Human Settlement Planning
Justice Fiatorwodzo	Kwame Nkrumah University of Science and Technology	Bsc. Chemical Engineering
Elizabeth Amartei	University of Cape Coast	Bed. Health Physical Education and Recreation
Aziebu Bright	Koforidua Technical University	HND Biomedical Engineering
Cephas Adjetey Tetteh	University of Education Winneba	Bsc. Management Education

SECOND CLASS UPPER

NAME	INSTITUTION	PROGRAMME
Emmanuel Kofi Tetteh	University of Cape Coast	B.A. Social Science
Ernestine Akorli Emefa	University of Cape Coast	B.A. Communication Studies
Francis Otoo Acquah	University of Cape Coast	B.A. Commerce (Human Resource)
Issah Ibrahim Gadufia	Kwame Nkrumah University of Science and Technology	B.A. Social Science
Asamany Kekeli	Ho Technical University	HHD Electrical / Electronic Engineering

SECOND CLASS LOWER

NAME	INSTITUTION	PROGRAMME
Abokyi Jennifer	University of Cape Coast	Bsc. Physician Assistantship
Enock Wiabo Arthur	University of Cape Coast	Bsc. Medical Laboratory
Christiana Attinwo Osei	Kwame Nkrumah University of Science and Technology	Bsc. Economics
Samah Caleb Wesley	University For Development Studies	B.Ed. Social Sciences (Economics Option)
Eunice Tetteh	University of Cape Coast	Health Information Management
KNUST	COLLEGE OF E FIATORW Kwaku	TEKTV NGINEERING ODZO, Justice

BACHELOR OF SCIENCE (CHEMICAL ENGINEERING)

UNIVERSITY COUNCIL CHAIRMAN PROVOST, COLLEGE OF ENGINEERING

First Class

VICE CHANCELLOR

CHANCELLOR His Root Honey Chandra One Takes

22

Employee Volunteer Programme

The Authority's Employee Volunteer Programme (EVP) is a Corporate Social Responsibilty (CSR) agenda that seeks to promote volunteerism among the Authority's Staff to give back to society by mobilising Staff every six months to take up a day's career guidance, counselling, and teaching exercise in various subjects of interest in Senior High Schools located within VRA's impacted communities at no cost to the schools.

In 2021, VRA organised its EVP for students of Ada and Adidome Senior High Schools as part of the Authority's continuous support and contribution towards promoting quality education within its impacted communities.









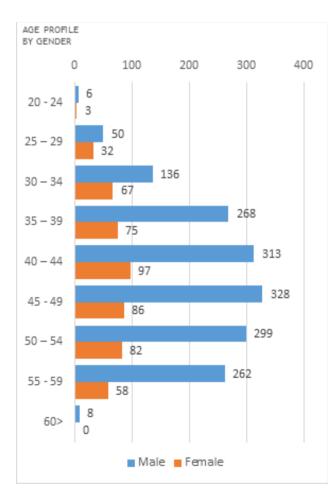




STRIVING FOR GENDER EQUALITY AND BALANCE

VRA is mindful of implementing rules to ensure gender equality and balance. VRA currently has about 2170 Staff with 77% being male and 23% being female. The Authority is conscious of the fact that some professions like Engineering

are dominated by men, thus, VRA gives equal opportunity to females to also gain employment.



Contingency Report

The Contingency Group includes the Seconded Staff from the Ghana Health Service, National Service Personnel from National Service Secretariat and National Service nurses from Ghana Health Service.

CONTINGENCY GROUP	DEPARTMANT	TOTAL
Secondment (GHS)	VRA Health Services Ltd	39
Secondment (MOI)	Office of the DCE(S)	1
National Service (NSS)	Various Departments	257
Grand Total		297

The Deputy Chief Executive (Services) of the Volta River Authority (VRA), Dr. (Mrs.) I. Stella Agyenim-Boateng was adjudged the *"Exceptional Woman in Public Service"* at the maiden edition of the Instinct Women Awards in recognition of her exemplary leadership and unrivaled commitment to professionalism, innovation, equity and mentorship in public service.



A female Staff of the Authority, Hajia Anisa Nasirudeen-Idrissu, in 2021 was also appointed the new Sadr Lajna Imaillah of Ghana (President of the women's wing of the A h m a d i y y a M u s l i m Community in Ghana). She is a Principal Accounting Assistant with the Finance Department of VRA. Her appointment

makes her responsible for the welfare of all Muslim women in the 27 zones of the Ahmadiyya Muslim Association. Lajna Ima'"illah commonly known as Lajna (The handmaidens of Allah), is an auxiliary organisation of the Ahmadiyya Muslim Women's Association in the Ahmadiyya Muslim Community, established in 1922 in India as an empowered women's organisation.



VRA's WATER AND SANITATION

PROGRAMME

The Authority provides clean water and ensures good sanitation among its communities. VRA deems its efforts to provide water and sanitation facilities as a more sustainable way of curbing the spread of Schistosomiasis in

riverine communities along the Volta Lake.

Provision of Clean Water

In 2021, the VRA in collaboration with Project Maji Foundation developed three standard solar-powered mechanised water facilities worth One Hundred and Eighty Thousand Ghana Cedis (GH¢ 180,000.00) for three impacted communities in Battorkope, Akplorti and Dansokrom-Asikuma in the South-Tongu and Asuogyaman Districts. The beneficiary communities had challenges accessing potable water and therefore depended on water from the Volta Lake for domestic purposes resulting in schistosomiasis infection.

Meanwhile six communities (Sedorm and Korankyi in the Asuogyaman District and Amlalokorpe and Volo in the North District and Atrobinya in the Shai-Osu Doku District and Teikpitikorpe in Ada East District) with a population of about 5,000 have already benefited from our solar powered mechanized borehole water facilities.





Provision of Sanitation Facilities

VRA's Biofil sanitation facility is an off-grid alternative to septic tanks, that treats fecal matter on site in a digester separating solids and liquids under aerobic composing condition making the system dour free.

In 2021, VRA continued with ongoing projects to provide a Twenty (20) seater Biofil Toilet facility for Adjena Senior High School in the Asuogyaman District at a cost of One Hundred and Seventy-Five Thousand, Two Hundred Ghana Cedis and Two Pesewas (GH¢175,200.02). The Authority is also providing a Nine double seater sanitation facility for the Kade Government Hospital and both projects are expected to be handed over to the beneficiaries in 2022.

Bakpa and Kebenu, two schistosomiasis endemic communities in the Central Tongu District of the Volta Region have benefited from our Biofil Sanitation Programme. The communities at the time had more than 80% of its population infested but the provision of the facility significantly curbed the situation. Following the success story, Dzebetato in the South Tongu District, West Kpong Resettlement Community Methodist School in the Manya Krobo District and Supomu Dunkwa Community in the Shama District of the Western Region have also benefited from such interventions.



7 RENEWABLE ENERGY

RENEWABLE ENERGY PROGRAMME

VRA is striving to increase its renewable energy footprints. In 2021, VRA built a 6.54MWp Solar PV Plant at Lawra and a 13MWp at Kaleo.

The Authority is vigorously pursuing its

Wind power programme, with feasibility study completed and Procurement Transaction Services Advisor engaged to assist in procuring equity and development(s).



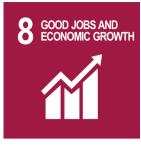
Refuse Collection and Cleaning of Drains in VRA Townships

VRA Reconstructed four (4) collapsed drains in Akosombo Community Two. 5,099.64m3 of refuse made up of 72,852 household/public dustbins from both Akosombo and Akuse were collected and sent to the final disposal site whilst 1,269km of drains were cleaned.



RENEWABLE PROJECT	CAPACITY	STATUS
17MW Solar PV 2020: 6.54MW Lawra	6.54MWp	Operational
2.5MW Navrongo	2.5MWp	Operational
Head Office Cafeteria Rooftop Solar	86.4kWp	Operational
17MW Solar PV 2020: 13MW Kaleo	13MW	Commissioning
Head Office Solar Car Park	57kW	Operational
PMDP-Hydro Component	60MW	Implementation Phase - Preparations to construction on going.
PMDP-Solar Component	50MW	Implementation Phase - Preparations to construction on going.
Akuse VRA Schools Rooftop	1.05MW	Procurement Stage-Procuring contractor for solar PV modules and installation.
Wind Power Project-1	75MW	Procurement Stage-TSA to assist VRA to choose equity partners
Kaleo II	14MW	Implementation Phase-Procuring funding and EPC.
Bongo Solar	40MW	Detailed Preparation Stage
ESD Building Rooftop Solar	60kW	Installed





CONTRIBUTION TO GOOD JOBS AND ECONOMIC GROWTH

VRA is the leader in the electricity supply market in Ghana, with a market share of 54.27% as at the end of 2021. The remaining 45.73% is the shares of all the IPPs and other generators. With the current leadership in market share,

VRA is generating the needed power for the economic growth of Ghana as it contributes to industrial and domestic productivity, thereby positively contributing to the Gross Domestic Product of Ghana.

The Authority is a net employer, that offers decent and fulfilling jobs that are satisfactory and competitive. VRA is determined to protect labour rights devoid of modern slavery and child labour in accordance with SDG 8.



In 2021, the Authority shut down Gas Turbine Unit 2 (GT12) at its Kpone Thermal Power Station for a mandatory Type "C" Inspection to be undertaken by General Electric (GE) with support from VRA personnel.

The outage works began on August 30, 2021 with GE coming on site two weeks before the start date. Mechanical completion was

achieved on January 8, 2022 for recommissioning to begin. Hot Commissioning activities are expected to be completed by January 24, 2022 to allow for troubleshooting of start-up and test run.



The works involved the disassembly of the Unit package, inspection of the internal hot gas paths, calibration of critical devices and equipment, replacements of major parts and components, non - destructive testing of all internal rotating and static components, and maintenance works on the turbine set and its auxiliaries. The Gas Turbine (GT) main upper casings and combustor chamber were removed. Similarly the turbine rotor was taken out and main parts underwent thorough visual and specialized inspections. The electric generator and auxiliary systems were also inspected.



The inspection was also aimed at assessing the rotor condition, carrying out a visual inspection of the compressor, recalibrating, adjusting, replacing or repair of parts and correction of instrument settings as per the agreed work scope. It also involved the implementation of upgrades as per the agreement between VRA and GE, as well as reporting gas turbine generator condition, including recommendations for future operation and maintenance. This is to ensure reliability of power supply to

consumers.



INNOVATIONS AND INFRASTRUCTURE ICT PROGRAMME

VRA engaged in a number of activities to ensure the availability of its Information Communication and Technology for business applications during 2021. Major activities carried out include: Technology/Architecture,

Information Security/Awareness, Business Processes Digitalisation, Organisational Structure and Skills, IT Governance and Management.

Technology/Architecture

The Data Centre Refresh Project was approved by Management for implementation. The project is in two phases. Phase 1 consists of the procurement and installation of networking and security devices and is currently at the tender evaluation stage of the procurement process.

The Enterprise VoIP Project seeks to expand the current pilot IP telephony with the '728' prefix into an enterprise-wide telephony system to co-exist with the current legacy GRIDCo PLC telephony. The project is in execution with site preparation activities ongoing ahead of handover of site to the contractor.

The Authority also seeks to optimise Microsoft System in order to enhance the governance and optimisation of its IT operating environment (PCs, Servers, Products and Services) by upgrading and re-tooling some already deployed Microsoft Systems for efficiency and improvement in security. The upgraded Corporate WAN/Centralized Wi-Fi project aims at providing universal, secure wireless access to corporate networks and applications from all business locations.

Information Security/Cyber Security Awareness

Twenty-Six (26) cyber security sensitisation programs were carried out during safety meetings for Staff of various Departments and locations in the Authority. Ten (10) minutes Cyber Security Awareness interactions were held during Twenty-Eight (28) different training programs held at the VRA Academy. To commemorate the Cyber Security month in October, webinars were carried out on five (5) Fridays in the month to educate staff on cyber security with six hundred and fifty-nine (659) Staff participating. Four workshops were also organised on cyber security awareness.

The Security Operations Center (SOC) as a service (SOCaas), which provides security monitoring over the Authority's cyber infrastructure was in full operation during 2021. About fifty-six (56) instances of critical threat situations were discovered and reported from the SOCaas, which were all effectively neutralised by the Incident Management Team. The contract for partitioning and converting part of the MIS Office at Kpone Thermal Power Station (KTPS) into the local SOC room was awarded and successfully executed by December 2021.

Digitalisation of Business Processes

Digitalising the Authority's business has enhanced efficiency, productivity and service delivery. During 2021, the Power Billing System application, which is used to categorise, record and bill the Authority's bulk power consumers has undergone several modifications.

The Digitisation of signing of Purchase Orders (PO); is to improve our business process and reduce in-person contact. It subsequently reduced the spread of Covid-19.

The SCADA System undertook inspection of work of the communications systems for the SCADA at Akosombo Generation Station (AGS).

The vehicle maintenance system was also developed with the Oracle EBS EAM and successfully implemented in the second quarter and deactivated from the TMS application, where it was previously accessed. An additional module to handle requests for Domestic Flight Travels (Travel module) was completed in 2021. An Application Programming Interface (API) that enables direct reflection of payments from the NEDCo Hexing Billing system into the Oracle ERP System was developed.

Organisational Structure and Skills

VRA continues to train and empower Staff to improve skills, and expertise to respond to present and changing business needs. During the year sixty-three Staff undertook various courses. These included IT Cloud Adoption, NEBOSH Safety Simplified training course, ITIL V4, Critical thinking and Problems solving skills, Effective Human Resources Management, Knowing VRA Business Training course, Work Ethics and Attitudinal Change, VOIP Project and International workshop on GIFEX among others.

IT Governance and Management

This work, which started in 2021 on the framework for IT services to VRA subsidiaries and Strategic Business Units (SBUs) will be completed in the first quarter of 2022.

The System Configuration Service Manager, simply known as Service Manager, was successfully upgraded from v2010 to v2016 to take advantage of enhanced data warehousing and records management features and rolled out in April 2021 after a successful parallel run. This system is a single point of contact (SPOC) that records user incidents and requests, manages problems and reports service performance for IT service delivery. Training for twenty MIS Staff on introductory cloud technology was completed during the year to enable the Department to implement a Cloud strategy to improve IT service delivery in response to business needs and the dictates of technology trends.



REDUCED INEQUALITIES AT THE WORKPLACE

VRA operates a fair wages & salaries structure devoid of inequalities, coupled with a fair HR system that allows growth through progression and promotion, to attract the best employees in various categories of professions.

The Authority offers equal opportunities for employment and publicises its vacancies internally and externally to attract the best employees. It also strives to bridge the inequality gap through a Collective Bargaining Agreement (CBA). The 2021-2022 CBA was successfully negotiated with Staff groups.



COMMUNITY DEVELOPMENT PROGRAMMES

VRA engages with traditional rulers, opinion leaders such as Assemblymen, market leaders, transport union leaders among others in its impacted communities to discuss issues and implement agreed decisions and to

ensure that the Authority's business is not unnecessarily disrupted.

In 2021, Stakeholder engagements were held with a number of impacted communities and Municipal District Assemblies.



The 2021 planned stakeholder engagement meetings are as follows:

#	ENGAGEMENT TYPE	No. OF ENGAGEMENT	COMMENT
1	Steering Committee Meetings of the EMP for the Hydropower dams	1	 1st Biannual meeting held on July 29, 2021 2nd Biannual meeting held on Dec. 17, 2021
2	Meetings with MMDAs on Emergency Preparedness Plan for the Dams	15	Participated in Workshops from August 16 to September 10, 2021, at the following districts: Asuogyaman, Lower Manya, Shai-Osudoku, Upper Manya, North Tongu, Ada West, Anlo, Ada East, Central Tongu, South Tongu, Keta, Kpando, North Dayi, Biakoye and South Dayi District/Municipal Assemblies.
3	Meetings with the Volta Gorge Landowners Association	5	Meetings with General memberships put on hold due to COVID 19 Restrictions and internal disputes, However, the Authority has held 5 meetings with Executives as follows: April 9, 2021 - PES Negotiations May 14, 2021 – Meeting with Disputing factions June 9, 2021 - PES Negotiations June 25, 2021 - PES Negotiations Nov. 25, 2021 – Executive Meeting
4	Engagement with District Assemblies and Project Partners on CSR	2	 Organised a team from the Shama District Assembly Environmental Health Department, EPA, Energy Commission to engage with the Aboadze, Abuesi and Beposo communities Organised joint stakeholder meeting on September 8, 2021, at the Kpone-Katamanso Municipal Assembly on the encroachment by illegal squatters under the pylons in the GRIDCo & VRA right of way.



VRA's RESPONSIBLE CONSUMPTION PROGRAMME

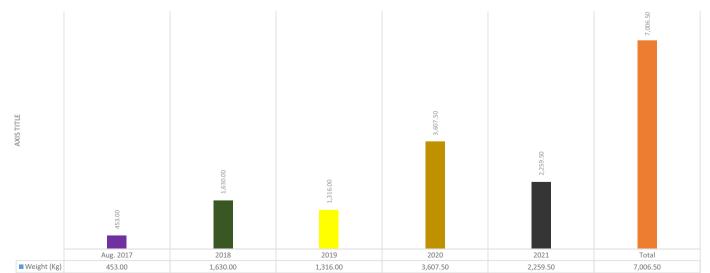
In line with the Authority's strategy to ensure development in a sustainable manner, the Authority continued to focus on issues related to sustainability, environmental conservation, safeguarding the environment, as well as improving the livelihoods of the people in the riparian communities. The activities implemented include afforestation and reforestation, bush fire prevention and management, alternative livelihood programmes, etc. The objective for the long-term investment in environmental sustainability in our operational areas is to avert the adverse consequences of the Authority's operations on the people and environment in our operational areas.

PET Bottles Segregation & Processing Programme

VRA in accordance with its commitment to ensuring continuous improvement of its Environmental Performance intends to embark on the segregation and disposal of Polyethylene Terephthalate (PET) bottles or plastic drinking bottles, targeting Akosombo and its environs within the Asuogyaman District. Under this, VRA will establish a "Plastic Waste Processing & Recycling Centre" in joint collaboration with a waste management company. The Authority in principle has accepted Jekora Ventures Limited's (JVL) Proposal for partnership under the PET Bottles Segregation & Processing Programme subject to the outcome of a feasibility study, and has requested same to conduct a feasibility study and make a presentation of the findings to the Authority latest by close of April 2022.

VRA's Responsible Consumption Programme

VRA has made a conscious effort to operate in a sustainable manner to reduce waste generation through preventing, reducing, reusing and recycling. Under the Authority's Solid Waste Segregation Programme in 2021, VRA delivered a total of 2,259.50 Kg of waste paper to Akosombo Paper Mill Limited (APML). Since the inception of the programme in August 2017, we have delivered a total of 7,006.50 Kg of waste paper to APML and in return received 320 pieces of unwrapped toilet rolls.



STATUS OF OFFICE WASTE PAPER SUPPLIED (KG)

ENVIRONMENTAL PERFORMANCE



CLIMATE CHANGE PROGRAMME

VRA's environmental policy requires that we develop and implement systems for all our business units to ensure compliance with national and international environmental protection regulations as well as monitor and report on environmental performance as required to our stakeholders. Our Environmental Management Plan (EMP) and Preparedness Plan for our two hydroelectric plants as well as internal and external policies and regulations were strictly adhered to our Stakeholders' satisfaction. A variety of conservation programs, involving significant reductions in the Green House Gas (GHG) emissions were also carried out.

Green House Gas Inventory Reporting

The Volta River Authority (VRA) in 2016 initiated a "Corporate Carbon Footprint Management Programme" (CFMP) in response to the global call on nations and organisations to assist in combating climate change and its impacts. The programme aims at improving the environmental sustainability of our business and help strengthen our green credentials in the marketplace. The first corporate GHG inventory report, which covered emissions from nine VRA power generation facilities in Aboadze, Akosombo, Akuse, and Tema for the period 2012-2015, was produced in 2017. The Baseline Report was later verified by the Climate Change Department of the Environmental Protection Agency (EPA) in accordance with the GHG Protocol and updated to cover GHG emissions for the period 2012-2019. The report compares GHG emissions from 2012 to 2019 and includes a number of internal sustainability targets as well as emissions reduction initiatives achieved. As indicated, the results of our annual GHG inventory allows for the tracking of progress made against our emission targets, measure the impact of implemented reduction initiatives, and identify further reduction opportunities for future action. Results of GHG Emissions arising from VRA Operations from 2012-2019 is as presented graphically below.



GHG Emission Reduction Strategies

In line with recommended GHG emission reduction actions, the VRA has developed a Renewable Energy Development Programme (REDP) to increase its generation capacity from renewable sources. The VRA REDP has set a 5-10 years Renewable generation capacity target of upscaling generation from renewable sources from 2.5MW to 160MW as detailed in the Table below.

CAPACITY	PROJECT
2.5MW	Navrongo Solar Power Project (Operational since 2013)
17MW	Solar (Kaleo, Lawra) – Phase 1 (commissioned in 2019)
15 MW	Solar (Kaleo, Lawra) – Phase 2 (commissioned in 2021)
60MW	Bongo Solar Power Project (Feasibility study ongoing)
0.448MW	Akuse Residential & Institutional Office Buildings Solar PV Rooftop Project (Construction planned for 2021 Q4)
0.057MW	Head Office Solar Car Park (Construction planned for 2021 Q4)
0.079MW	Head Office Rooftop Project (commissioned in 2020)
75MW	Wind Power Project -1 (Anloga, Srogbe, Anyanui) Construction expected to commence by Q4 2021 and commissioned in Q1 2023
50MW	Solar Power Component - Pwalugu Multipurpose Dam (Construction planned for 2024)

So far, the 2.5 MW Navrongo Solar Power Plant has been operational since 2013 and emission savings till date, estimated at 10,791.00 Tonnes CO2 Equiv. Annual GHG Emission savings from other planned renewable energy projects listed in the table above are estimated as 98,808 Tonnes CO2 Equiv for the solar power projects (122.584MW) and 98.077 Tonnes CO2 Equiv for the wind power projects (75MW). Other GHG emission reduction strategies currently ongoing include retooling existing single cycle plants to combine cycle, increasing our reforestation program coverage, utilisation of fuel-efficient climate smart stoves in impacted riparian communities, office paper usage reduction, sound solid waste management practices and leveraging on IT infrastructure to reduce business travels and transportation

Climate Smart Stove (CSS) Project

One hundred and ninety (190) CSS were constructed for one hundred (100) households in four (4) communities in 2021. This brings the total number of stoves provided in 2020 from 510 to 610 in 2021. Another 90 old existing stoves that were destroyed/abandoned and out of use were refurbished for the users.



CSS at Aveme L/A Primary for School feeding Programme

The CSS is designed to facilitate the Volta Lake Watershed Environment programme with the objective of reducing emissions of Greenhouse Gases (GHGs), mitigating climate change impacts, reducing forest degradation through the reduced consumption of firewood as fuel for cooking, improving health conditions of the users of the stoves, as well as saving money for users of the stoves.



Commercial Stove for Gari processing at Ablorga Comminity

Climate Life Campaign Documentary

The Authority has provided sponsorship to the Environmental Protection Agency (EPA) to develop a documentary for the Energy Sector under the EPA's Climate Resilient Life Campaign. The draft documentary is being modified by the EPA to include the Authority's key activities for commemoration of the Green Ghana project in 2021 as well as an interview with the Minister for Environment, Science, Technology and Innovation (MESTI). The documentary is anticipated to be finalised during the first quarter of 2022.



PROTECTING THE VOLTA LAKE

VRA takes steps to minimise pollution of the Volta Lake by monitoring and assessing quality of the reservoir. The monitoring is carried out on effluent from the tailrace of the Akosombo and

Kpong Dams, as well as pollutantladen effluents from suspected pollution sites along the shoreline of

the Volta. This is done by benchmarking our pollution monitoring performance against WHO/EPA targets in monthly, quarterly and half yearly reviews.

Ensuring Water Quality

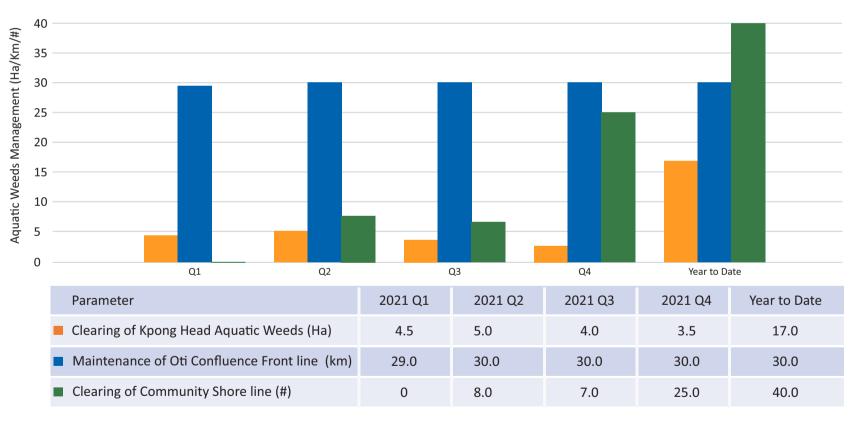
The 2021 results for water quality indicate that the Authority's operational areas were found to be within acceptable limits, hence little or no environmental and social impacts on lakeside communities are expected.



Acquatic Weed Harvesting

VRA harvests acquatic weed to promote health of the Lake. The invasion of the Volta River system by water hyacinth in 1998 was identified as a disruptive event since water hyacinth, an invasive plant species, has the potential of changing the status of plant diversity components of the Volta River system by colonising habitats it invades and subsequently eliminating species that are unable to adapt to the changing environment. Maintaining the Volta Lake ecosystems through the management of water hyacinth therefore occupies a leading role in our business strategy.

The 2021 target below measures the success of efforts of the Authority in controlling or removing aquatic weeds from the Kpong Headpond, Lower Volta Basin & any other area covered. The quarterly and year to date Aquatic Weeds Management Index achieved during the period is shown in the graph below.



Aquatic Weeds Management Index



VRA REFORESTATION PROGRAMME

The Volta Gorge Reforestation Programme include Environmental education in communities and schools, tree nursery establishment for raising of forest tree seedlings and grafted

mango seedlings, tree planting, clearing of tree plantation, replacement of dead tree seedlings (beating-up), wild fire management, survival surveys and monitoring to provide feedback for decision making.

Volta Gorge Reforestation

About 3,132 hectares of the Volta gorge area has been covered by dense forest vegetation, consisting of both plantation and natural forest planted by VRA. Tree species planted include *Senna siamea* (cassia), *Acacia mangium, Khaya senegalensis* (Mahogany), *Cedrella odorata*, and *Leuceana leucocephala*. The forest plantation area is 1,630 hectares; the natural forest cover is 1,502 hectares and the area of land with rocks and grass vegetation is 2,017.24 hectares.

Buffer Zone Reforestation

A total of 28,800 out of 41,000 forest tree seedlings produced has been supplied to 31 riparian communities for planting and 41 hectares of planted area achieved. The remaining 12,200 seedlings have been kept in the tree nursery for beating-up.

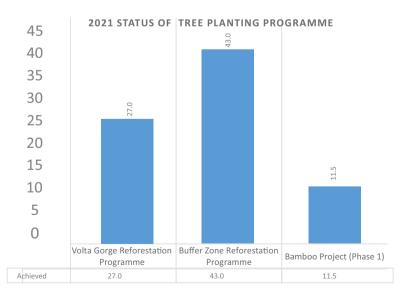
Bamboo Plantation Development

In partnership with the Forestry Commission of Ghana (FC), we have a bamboo plantation development programme to further protect the Volta Lake. This partnership became necessary because the Volta Lake environment including the Volta Gorge is being degraded and deforested on daily basis through livelihood activities such as: farming, fishing, biomass energy production (firewood and charcoal) and sale of lands.

In addition, the Authority in collaboration with the riparian communities, land owners and District Assemblies has implemented various watershed management interventions aimed at protecting the Volta Lake environment and improving livelihoods of the fringe communities.

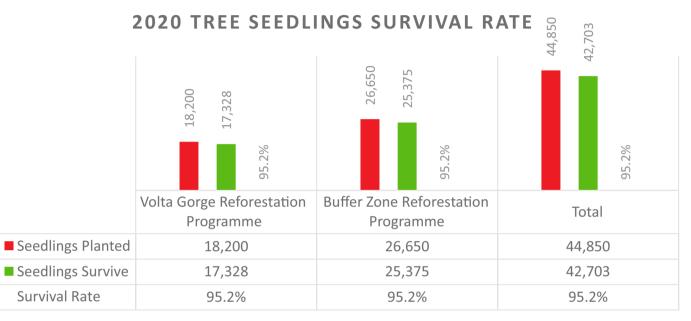
The use of the bamboo species will help serve the following purposes:

- Protect the Volta Lake by serving as a means of demarcation of the 85 meters above mean sea level (280 feet contour)
- Create a buffer zone to avoid encroachment of VRA acquired lands and flood prone areas
- Protect against erosion and prevent or reduce the rate of evaporation of the Volta Lake
- Promote the socio-economic importance of bamboo for sustainable development of the riparian communities.



Survival of seedlings planted on 25Ha in the Gorge area and 40Ha in the Buffer Zone

In 2021, the Authority measured the success of afforestation project ongoing in the buffer zones in Kpando, South & North Dayi Districts. This involves the survival of seedlings planted on 25Ha in the Gorge area and 40Ha in the Buffer Zone for year 2020. The assessment of survival rate was completed during the period and an average survival rate of 95.2 % was achieved as shown in chart.



Green Ghana Project

In 2021, VRA joined the nation under the Ministry of Forestry, Lands and Natural Resources to embark on a Greening Ghana Project by planting and nuturing tree seedlings at various work locations.



Tree Planting by Staff of VRA in various locations



ECONOMIC HUMAN RIGHTS & BUSINESS PERFORMANCE



PEACE AND JUSTICE AT THE WORKPLACE

The Volta River Authority has at all times strived to exhibit the best of conduct in the area of Economic, Human rights and Business performance. The Authority does not do business at the expense of its stakeholders and communities. It is always mindful that its conduct does not negatively impact its people, planet and profit.

VRA as a state institution is guided by its contract with the State Interest and Governance Authority (SIGA), which sets performance targets for the Authority. VRA therefore conducts its businesses in a manner that portrays it as a strong institution that strives to attain peace and justice for all and not profit at the expense of

others.

Governance and Ethics

In accordance with the Organisation for Economic Co-operation and Development (OECD) Governance Principles, VRA relates well with SIGA, the VRA Board, Shareholders and Stakeholders; with a system of structuring, operating and controlling the Authority to achieve specific results. Transparency, Accountability, Responsibility and Fairness are the pillars of our Corporate Governance. The Authority's quest to achieve good Corporate Governance is therefore anchored on the above pillars.

Transparency

The Chief Executive's planning letter to Staff at the beginning of 2021, set the tone for Management's engagement with Staff on operational and budgeting matters, bringing everyone on board. This letter clearly outlined the Authority's targets and strategies for achieving the targets with expectations from specific Departments and Staff in general.

Procurement Compliance

The Department continuously followed laid down Procurement Laws, Policies and Procedures as required in the Public Procurement Act 663 as amended. We initiated the justification to single source the procurement of fumigation, disinfection, and disinfestation services for the VRA Township and Offices at Aboadze operational and work locations.

Anti-Corruption Compliance

VRA encourages high ethical standard and behaviour among employees with continuous education on the Authority's code of conduct and values. VRA carries regular assessment of Staff understanding on the core values of Accountability, Commitment, Trust, Integrity and Teamwork. These exercises augment our efforts to develop systems and strategies to promote our values towards dedicated and faithful service to the Authority. They also signal to our contractors, suppliers and customers the Authority's expectation regarding proper conduct and generally acceptable standards of behaviour.

Tax Compliance

The Authority has at all times complied with its tax obligations by ensuring that Staff income tax are duly deducted and paid to the Ghana Revenue Authority. It also ensures the deduction of taxes from all service providers and contractors for payment to the Ghana Revenue Authority and returns made to the said companies as a way of ensuring that they do not evade tax.

Respect for International Conventions

Under our business code, which conforms to the principles of the International Labour Organisation (ILO) and the UN Convention on Human Rights, VRA monitors all aspects of our operations to ensure compliance. VRA does not employ child labour in its operations and does not deal with any supplier who uses forced and compulsory labour.

Workplace Policies

At VRA, we strive to apply our workplace policies in a fair and firm manner. Equal opportunities in terms of employment and training exist for all Staff because of our commitment to attract employees based on ability and merit to do the job.

We have a workplace Health and Safety Policy, Risk Management Policy and Corporate Compliance Framework that give credence to the basic belief that VRA's operational success largely depends on health, safety and risk management.

Over the years, VRA has observed Corporate Safety Awareness Day celebration as a mandatory exercise at all locations. All Departments hold compulsory Staff monthly/weekly safety meetings and participation by Staff forms part of their performance appraisal.

Freedom of Association

VRA recognises and respects freedom of association. The Authority collaborates with its workers' unions in all its affairs. The Authority especially recognises the contributions of its Senior Staff Association (SSA) and Public Services Workers Union (PSWU) of the Trade Union Congress (TUC) and involves them in the formulation of its strategy for the "New VRA".



PARTNERSHIPS AND AWARDS

In ensuring partnership for mutually beneficial relations, VRA permits all p r o f e s s i o n a l s i n t h e Authority to freely choose and belong to various professional groups and supports in the payment of their

subscription. The Authority also partners with these professional bodies for the achievement of mutual goals.

Partnerships with Professional Bodies

Professionals in VRA belong to external associations like the Ghana Institution of Engineers (GhIE), Ghana Institute of Architects (GIA), Institute of Chartered Accountants (ICA), Ghana Bar Association (GBA), Ghana Institute of Surveyors (GhIS), Ghana Journalists Association (GJA) and Institute of Public Relations (IPR), Ghana Institute of Procurement and Supply Chain (GIPS), Ghana, Chartered Institute of Human Resource Management (IHRMP), Chattered Institute of Administration and Management Consults GIAMC), Corporate Ghana Hall of Fame, Institute of Directors Ghana (IOD) etc.

Awards and Recognitions

VRA won the *Energy Company of the Year (2021)* in recognition of the Authority's commitment to excellence and the application of innovative business practices, which have ensured that it delivers on its mandate of providing quality, safe and reliable electricity to support the economic growth and development of Ghana and the West African Sub region.

The Authority also won the *Most Outstanding Public Sector Response to COVID-19 (2021)* award at the HR Focus & Conference Awards, which was held on Friday, October 15, 2021, at the Labadi Beach Hotel. The award was in recognition of VRA's exemplary response to the COVID-19 pandemic and its swift execution of contingency plans, which ensured that the Authority sustained its productivity without compromising on the safety of its employees.



The Authority's Deputy Chief Executive (Services), Dr. (Mrs.) I. Stella Agyenim-Boateng has been adjudged the *Exceptional Woman in Public Service* at the maiden edition of the Instinct Women Awards in recognition of her exemplary leadership and unrivaled commitment to professionalism, innovation, equity and mentorship in public service. 40 awardees from Ghana, Nigeria, and the United Kingdom (UK) were recognised for their outstanding contributions to various fields. In a speech, Dr. (Mrs.) Agyenim-Boateng underscored the need for women to work collectively toward inspiring the next generation and creating meaningful change for the future. "As women, we are stronger together and as we go higher, let us help others too," she said.

VRA also won other awards as detailed in the awards table.

OTHER AWARDS AND RECOGNITIONS

ORGANISERS	AWARD	WINNER
Ghana Business Awards	Energy Company of the Year	Volta River Authority (VRA)
Ghana Business Awards	Chief Executive (C.E) Personality of the Year (Public Sector)	VRA's Mr. Emmanuel Antwi-Darkwa
HR Focus & Conference Awards	Most Outstanding Public Sector Response to Covid-19	Volta River Authority
Instinct Women Awards	Exceptional Woman in Public Service	VRA's Dr.(Mrs.) I. Stella Agyenim-Boateng
5th Sustainability & Social Investment	Best Company In Promoting Workplace Diversity & Inclusion Awards	Volta River Authority
5th Sustainability & Social Investment	Best Company In Livelihood Empowerment Project	Volta River Authority
5th Sustainability & Social Investment	Best Company In Economic Empowerment Award	Volta River Authority
5th Sustainability & Social Investment	SSI Sustainabiliy Development Goal Leadership Award Award	Volta River Authority
5th Sustainability & Social Investment	Best Company In Climate Change Mitigation Practice Award	Volta River Authority
National Communications Awards	Best Corporate Communications Team (Energy & Natural Resources)	Volta River Authority





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CELEBRATING 60 YEARS IN THE POWER BUSINESS;



VRA ... We Add Value To Lives

Climate Smart Stove (CSS) Project Construction of CSS at Aveme L/A Primary for School feeding Programme

Electro Volta House, 28th February Road, Ministries, Accra www.vra.com