



# CORPORATE SOCIAL RESPONSIBILITY

UPLIFTING THE WELFARE OF THE COMMUNITY



NATIONAL PENSION SCHEME AUTHORITY



- × Conflict of interest
- × Kickbacks
- × Harassment
- × Victimization
- × Nepotism

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## **CORPORATE BACKGROUND**

The National Pension Scheme Authority (NAPSA) was established by an Act of Parliament, the National Pension Scheme (NPS) Act Number 40 of 1996.

NAPSA became operational on 1<sup>st</sup> February 2000 following the closure of the then Zambia National Provident Fund (ZNPf) which had been in existence since 1966. All assets and liabilities of the ZNPf were vested in NAPSA.

The formation of NAPSA was also in response to the changing labour market and was aimed at creating an efficient social security institution that would deliver quality services and contribute to national development.

## **MANDATE**

NAPSA was formed to provide income security through payment of benefits to all workers when they reach retirement age or become invalid, or to a member's family in the event of death of the member.

## **VISION STATEMENT**

A trusted partner that protects people's future and brings pride to the Nation.

## **MISSION STATEMENT**

Securing the social and economic wellbeing of the people of Zambia.

## **CORE VALUES**

Integrity - "Do the Right Thing"

Collaboration - "Work Together"

Accountability - "Be Responsible for Your Actions"

Respect - "Listen to Every Voice"

Excellence - "Perform at Your Best"

## SUPPORTING SUSTAINABLE SOCIO-ECONOMIC DEVELOPMENT

The National Pension Scheme Authority is committed to supporting sustainable socio-economic development by administering a viable social security scheme that provides income security to its members and fosters community development.

NAPSA's Corporate Social Responsibility (CSR) Programme is a deliberate long-term investment that aims to uplift the social wellbeing of the people. The Authority recognises the need to undertake Corporate Social Responsibility activities in a manner that brings tangible benefits to a broader community.

### NAPSA AND THE COMMUNITY

The National Pension Scheme Authority plays a significant role in the lives of the people in surrounding communities. The Company has made tremendous achievements in uplifting the living standards of the people through dedicated Corporate Social Responsibility Programmes.

Since inception in February 2000, the Authority has invested significantly into various community projects with the aim of improving the living standards of the people.

The Authority's CSR investment covers areas such as Education, Health, Environmental Sustainability, Entrepreneurship, Community Welfare and Arts & Sports.



Wheelchairs and stretchers donated to UTH

## EDUCATION



Members of the community help offload desks donated by NAPSA to Chuba school.

NAPSA believes that education plays an important role in the development of the nation. The Authority takes deliberate steps to support the education sector in form of infrastructure upgrades, donation of teaching and learning materials, classroom furniture and provision of internship opportunities for youths.

These initiatives supplement government's effort in providing quality education to the vulnerable communities in society.

The Authority believes that such interventions provide potential for the future contribution to the improvement and development of social security, social welfare and social safety nets.

## HEALTH

Supporting the provision of good quality healthcare and the general wellness of the people is at the centre of the Authority's business agenda because productivity can only come from a healthy workforce and community.

NAPSA's support to the Health Sector is mainly directed towards building capacity of health institutions by providing various types of equipment and supplies both in ordinary times and during emergencies. NAPSA will continue supplementing government's effort in delivering high quality healthcare services and uphold the objective of "Good Health for All."



Chipata District Administrative Officer, Mr Kapembwa Sikazwe pumping water for a pupil after NAPSA donated a borehole to Chifunge Community School

## HIV/AIDS AND WELLNESS

NAPSA collaborates with various governmental and non-governmental institutions in the fight against HIV/AIDS and promotion of wellness among its staff members and their relatives.

The Authority conducts regular on-site health screening for its staff and encourages healthy lifestyles through different wellness programmes.

Employees and members of the community receive free care, treatment and support from the Authority that ensures that those that are infected are taken care of and assisted to live positively.



A member of staff receiving their COVID-19 Vaccine



A NAPSA staff Nkumbu Chiwaula planting a tree with pupils at Ndeke Secondary School in Lusaka as part of NAPSA's Corporate Social Responsibility.

## **ENVIRONMENTAL SUPPORT PROGRAMMES**

The impact of climate change and pollution are serious global concerns.

The National Pension Scheme Authority is cognisant of the importance of sustaining the environment and is committed to eliminating any possible negative environmental impact of its activities.

The Authority invests in community-based environmental programmes that inspire and educate citizens to minimize their impact on the environment and protect and restore critical natural assets and habitat.

The Authority has also heavily invested in Information Communication Technology, which has enabled it to cut down on its carbon footprint in the course of its operations.

## **ENTREPRENEURSHIP**

Innovation is critical to the sustenance of business competitiveness and improvement of productivity. Therefore, the Authority's support for entrepreneurship development focuses on innovation, entrepreneurship skills development, mentorship programmes and capacity building while supporting job creation initiatives by creating opportunities for employment, income generation and poverty alleviation. Consequently, this gives a boost to the provision of social security in the country.

## COMMUNITY WELFARE – SENIOR CITIZENS AND YOUTHS

Apart from implementing major capital projects in the community, NAPSA also undertakes projects and programmes targeted at supporting the orphans and the elderly. These include, but not limited to the donation of assorted items to the homes of the aged, the orphaned and other underprivileged groups. The Authority also supports fundraising events organised by institutions that look at the welfare of the less privileged in the community.

The Authority supports youth programmes aimed at directly improving the utility of life of youths in areas of HIV and AIDS, Alcohol and Drug Abuse and Sex Education.

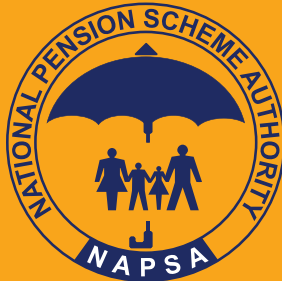
## SPORT, ART AND CULTURE

Sport plays an important role in national development as it contributes to keeping the population healthy and productive. Therefore, the Authority invests substantial resources in the sponsorship of various sporting activities. NAPSA is a proud sponsor of the NAPSA Stars Football Club one of the major Premier League teams. NAPSA also supports netball, volleyball, basketball and other minor sports.

NAPSA's support towards sports activities is also driven by its conviction that sport has the ability not only to keep the youths away from vices, but also to provide a sustainable source of livelihood.

By supporting various sports disciplines, the Authority is widening the horizon and increasing opportunities for the youths to realise their potential to contribute to national development. The Authority is also contributing to the preservation of tradition and culture through sponsorships towards various cultural and traditional ceremonies across the country.





Be smart, secure your future

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