

# Company Name/Logo

## Communication on Progress

**Year:** 2009

### STATEMENT

Example: *Being a good corporate citizen is an ambition enthusiastically embraced at all levels within our company. As a member of the Global Compact, we believe that our business policies incorporate the ten principles. Our board fully supports our actions in working towards sustainability goals – in particular those contained in the UN Global Compact – and endorses the future priorities and specific targets we set out in our report. Through our support of the United Nations Global Compact, we also aim to move the agenda forward on performance related to human rights, labour rights, the environment and the fight against bribery and corruption. Here we summarised the progress we have made against these principles and we will continue to follow them up in future.*

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2 April, 2009 James Q. Webber III Senior VP

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Template A

	<b>Global Compact Principle</b>	<b>Action Taken &amp; Impact Achieved and/or Plans for the upcoming Year</b>
<input type="checkbox"/>	<b>1:</b> Businesses should support and respect the protection of internationally proclaimed human rights;	FHI continues to work on the human rights side within Afghanistan. Key issues are the building of cohesive tribal balance across all business sectors. This also includes the hiring and placing of women in authority positions within the company. With these key factors FHI also provides education and training using the “consideration of others” techniques to show our local staff the importance and balance that can be achieved through respect and tolerance. In this process we try to enforce the standards of basic rights to life, support of different ethnic groups and how working together without discrimination achieves more success for the individuals and company.
<input type="checkbox"/>	<b>2:</b> and make sure that they are not complicit in human rights abuses.	FHI uses a zero tolerance approach for discrimination and abuse. All personnel are trained and informed referencing the international human rights standard. Though this process is not 100% as there are centuries of conflict and hatred between groups. The first step is to get understanding that there is an alternative process to violence and violations to human rights. Second is the acceptance from employees when they are working together to see that talent is not an ethnic issue. With the new laws being passed in Afghanistan and a stronger emphasise being placed on human rights by the international community there are greater opportunities for all companies to work together and improve the overall situation throughout the country. One key program that FHI has undertaken is the documentation of all staff and sharing issues and concerns with the government both local and Coalition on personnel that have violated or are suspected of violations both criminal and personnel.
<input type="checkbox"/>	<b>3:</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	Every FHI employee is encouraged to succeed, many of our past employees once trained and experienced have set off to develop their own paths and businesses. Though we follow and enforce a non disclosure agreement and a client privilege policy each employee is given the opportunity to excel in our organization or be supported in their own endeavours. Employees have the right and ability to improve their status within the organization through the bid process for higher positions of authority. Since there are no union rules or regulations in place a true collective bargaining process is nonexistent. However, each employee through his/her performance can bargain for position and wages based on a performance focused process and evaluation.
<input type="checkbox"/>	<b>4:</b> the elimination of all forms of forced and compulsory labour;	FHI is and has always been an “At Will” organization where the employees and the employer has the ability to change the dynamics of the organization. Being an “At Will” employer, employees have the ability to choose whether they wish to perform the job requirements or not.

Template A

<input type="checkbox"/>	<b>5:</b> the effective abolition of child labour;	FHI maintains a strict minimum age limit for all employees to ensure that no international child labour laws are violated. In addition to our corporate policies we are required under our Host Country License to ensure a strict minimum age program for all employees.
<input type="checkbox"/>	<b>6:</b> and the elimination of discrimination in respect of employment and occupation.	Due to the nature of the business ventures that FHI undertakes there are some discriminating factors for the employment process, however, for the positions that do not have a physical requirement FHI is equal opportunity employer. Additionally for the personnel that cannot meet the training or educational requirements FHI sponsors an internal and external education and training program using local universities, and certified local and international staff to allow for a continuing education program. These programs are on company time and payroll so there are further incentives. All of our staff must maintain attendance and a specific GPA in order to receive continued benefits and educational funding.
<input type="checkbox"/>	<b>7:</b> Businesses should support a precautionary approach to environmental challenges;	Upon the inception of FHI in 2002 our core goals were to assist the Afghan people and government with alternative fuel supplies. This process was the initial assessment of coal and its capabilities in order to provide an alternate source of heating material versus the de-forestation of the country. Through FHI is still actively involved in the process with the different Ministries this program has not been viable due to the current security threat in the country. However, the total assessment packages have been shared with the government to assist in the development of an alternate method for heating.
<input type="checkbox"/>	<b>8:</b> undertake initiatives to promote greater environmental responsibility;	FHI in every contract follows the international and US Federal Requirements for environmental responsibility.
<input type="checkbox"/>	<b>9:</b> and encourage the development and diffusion of environmentally friendly technologies.	Currently FHI scope of work does not have an impact in this area.
<input type="checkbox"/>	<b>10:</b> Businesses should work against all forms of corruption, including extortion and bribery.	Though extremely difficult within Afghanistan due to the culture and engrained thought process of corruption, FHI does not and will not support the illegal activities or circumventing of the legal and moral process.