

**COMMUNICATION ON PROGRESS (COP)**

Period covered by your Communication on Progress (COP)

From: March 1, 2018 To: March 1, 2019

**1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER (OWNER OR PRESIDENT IN THE CASE OF SMALL BUSINESSES)**

February 15, 2019

To our stakeholders:

I am pleased to confirm that Development Transformations, a veteran-owned, small business reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,



Sloan Mann, President

## 2. DESCRIPTION OF ACTIONS AND MEASUREMENT OF OUTCOMES

	Principles	Description of Actions	Measurement of Outcomes
<b>Human Rights</b>	<ul style="list-style-type: none"> <li>• <b>Principle 1:</b> Businesses should support and respect the protection of internationally proclaimed human rights.</li> <li>• <b>Principle 2:</b> Make sure that they are not complicit in human rights abuses.</li> </ul>	<ul style="list-style-type: none"> <li>• DT trains all employees in CAN Beyond HR protocols related to workplace harassment, discrimination, and sexual harassment on an annual basis.</li> <li>• DT adheres to U.S. Agency for International Development, UK Foreign and Commonwealth Office, and other funder do no harm policies in all programs to ensure the safety, security and wellbeing of all direct staff and program participants.</li> <li>• DT vets all third-party service providers through Visual Compliance to ensure local partners meet requirements and human rights standards are met and upheld.</li> </ul>	<ul style="list-style-type: none"> <li>• DT's Home Office staff have collectively complete 150 hours of workplace harassment and discrimination training.</li> <li>• DT has fulfilled its security goals for the last year, with zero incidents of staff injury and daily communication of security threats in fluid environments.</li> <li>• DT has vetted and cleared over 50 local and international partners ensuring that they uphold our human rights standards. This is an internal requirement for working with individuals, groups and organizations.</li> </ul>
<b>Labour</b>	<ul style="list-style-type: none"> <li>• <b>Principle 3:</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</li> <li>• <b>Principle 4:</b> The elimination of all forms of forced and compulsory labour.</li> <li>• <b>Principle 5:</b> The effective abolition of child labour.</li> <li>• <b>Principle 6:</b> The elimination of discrimination in respect of employment and occupation.</li> </ul>	<ul style="list-style-type: none"> <li>• DT has implemented hiring policies in our handbook that adhere to FAR cause 22.8 ensuring equal employment opportunities for all applicants, employees, contractors, and grantees.</li> <li>• DT adheres to FAR part 22 principles and guidelines on employee labour policies, safety standards and wage policies.</li> <li>• DT vets all third-party service providers through Visual Compliance to ensure local partners meet requirements and labour standards are met and upheld.</li> </ul>	<ul style="list-style-type: none"> <li>• DT has hired over 20 new staff members, both domestically and internationally, over the last year, adhering to equal opportunity for all based on sex, race, country of origin, sexual orientation, religious background, etc.</li> <li>• DT abides by all work safety standards domestically and internationally, and adjusts policies to local contexts in Yemen, Syria, Libya, and other fluid environments. Similarly, DT abides by all wage standards for 20 domestic and 60 international staff members.</li> <li>• DT vets all partners to ensure they meet local labour standards and has worked to uphold this standard in 8 countries over the last year.</li> </ul>
<b>Environment</b>	<ul style="list-style-type: none"> <li>• <b>Principle 7:</b> Businesses should support a precautionary approach to environmental challenges.</li> </ul>	<ul style="list-style-type: none"> <li>• DT adheres to FAR part 23.1, 23.2, and 23.3, which work to minimize environmental impact of programming and promote sustainable use of natural resources.</li> </ul>	<ul style="list-style-type: none"> <li>• DT has implemented 8 grants and activities in Syria working with infrastructure rehabilitation and monitoring over the last year. DT ensures that all monitored programs hit environmental compliance</li> </ul>

	<ul style="list-style-type: none"> <li>• <b>Principle 8:</b> Undertake initiatives to promote greater environmental responsibility.</li> <li>• <b>Principle 9:</b> Encourage the development and diffusion of environmentally friendly technologies.</li> </ul>	<ul style="list-style-type: none"> <li>• DT programming performs and tracks rehabilitation of infrastructure including water pipes and roads in order to increase equipment efficiency and monitor environmental impact</li> </ul>	standards and that all rehabilitation activities and grants provide the greatest impact possible, without misusing natural resources or harming the environment.
<b>Anti-Corruption</b>	<ul style="list-style-type: none"> <li>• <b>Principle 10:</b> Businesses should work against corruption in all its forms, including extortion and bribery.</li> </ul>	<ul style="list-style-type: none"> <li>• DT adheres to annual audits to ensure that financials are tracked properly and that money is not misused or mismanaged and requires local and international partners to adhere to reporting standards to avert corruption.</li> <li>• DT works with local organizations to build their capacity to properly manage operations and establish systems and processes that ensure financial oversight and fight corruption in their local communities.</li> <li>• DT vets all third-party service providers and partners to ensure that they are not involved with potentially corrupt activities or groups.</li> </ul>	<ul style="list-style-type: none"> <li>• DT conducted annual audits to ensure organizational and programmatic funds were tracked and used correctly. Additionally, DT continued to comply with audits from donors when requested.</li> <li>• DT has worked with over 10 organizations in Syria, Libya, and Iraq to build their capacity to successfully function in conflict environments, while fighting corruption in their communities.</li> <li>• DT has vetted over 100 organizations and consultants in the past year to ensure they comply with DT's organizational anti-corruption standards.</li> </ul>