



United Nations  
Global Compact



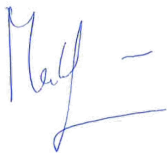
**SNV**

Communication on progress: FY2018

## Statement of continued support by SNV's CEO Meike van Ginneken

I am pleased to confirm that SNV Netherlands Development Organisation 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 first annual Communication on Progress, we describe our actions to integrate the Global Compact and its principles into our organisational strategy, culture and daily operations. We are also committed to share this information with our stakeholders using our primary channels of communication. SNV continues to remain committed to the UN General Compact and will continue to improve its policies, systems and procedures to ensure they adhere to the highest standards.

**Yours sincerely,**



**Meike van Ginneken**  
**Chief Executive Officer**



# Progress report FY2018

As an international development organisation dedicated to a society in which all people are free to pursue their own sustainable development, SNV's strategy and operations are aligned with the Sustainable Development Goals and with the ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption. SNV's core business – project implementation and advisory services in the

sectors of Agriculture, Water, Sanitation (WASH) and Hygiene and Energy - contributes to the attainment of Sustainable Development Goals (SDG). Our primary focus is on ending poverty (SDG1), zero hunger (SDG2), clean water and sanitation (SDG6), and affordable and clean energy (SDG7). SNV also contributes to SDG5 (gender equality), SDG8 (decent work and economic growth), SDG11 (sustainable cities and communities), SDG13 (climate action) and SDG17 (partnerships for the goals). SNV's commitment to equity and leaving no one behind translates into a focus on gender and youth across its three sectors.



# Principle 1 and 2

## Human Right principles

Related SDGs: 3 – 5 – 8 – 10

SNV respects and supports the Universal Declaration of Human Rights. Although not always explicitly mentioned, SNV's policies and procedures capture the essence of our approach to human rights and are based on amongst other the Universal Declaration of Human Rights. SNV has amongst others the following policies and procedures in place:

- Code of Conduct
- Child protection policy
- Whistle-blower procedure
- Workplace harassment and discrimination policy
- HIV/AIDS workplace policy
- National security frameworks: SNV employees across the globe work in an environment that is secure and safe
- Due diligence framework: applicable to all third parties that sign a contractual agreement with SNV. This framework is based on a number of policies and standards such as the UNGC principles, child protection policy, fraud policy and whistle-blower policy
- Sick leave policy
- Corporate Council.

In 2018, a new workplace discrimination and harassment policy has been developed and approved by SNV's Management Board.

All SNV offices and employees must adhere to the SNV global policies including the SNV Code of Conduct. SNV has a grievance mechanism in place and the Human Resource function (in our Global Support Unit in The Hague level as well as in the countries where SNV operates through a country office) are responsible for implementing and ascertaining adherence to SNV's HR policies. Furthermore, attention to Human Rights principles, as described in the policies and procedures, is included in SNV training for new staff members. SNV policies and procedures are part of the induction package for new staff.

Compliance with SNV's policies and procedures is part of the Internal Auditor work programme and is reviewed on a regular basis and reported back to SNV's Managing Board. SNV has incident reporting systems in place for harassment, work place discrimination and fraud.

# Principle 3, 4, 5 and 6

## Labour Principles

Related SDGs: 1 – 3 – 4 – 5 – 8 – 10

SNV respects and supports the International Labour Organisation (ILO) core conventions. SNV does not use forced, compulsory or child labour. SNV supports freedom of association and, where applicable, recognises the right to collective bargaining. SNV's Collective Labour Agreement for expatriates as well as Dutch staff is negotiated with the trade union and Corporate Works Council (a group of employees representing SNV's workforce in discussions with the employer). The rules concerning staff representation are laid down in the Dutch Works Councils Act (Dutch government legislation).

Local labour conditions are discussed with country councils and approved by official local labour institutions where applicable. SNV will appoint confidential counsellors appointed in 2019. They will be accessible to all staff for whistle-blower and discrimination workplace and harassment related issues. SNV is an international not-for-profit organisation with over 1,300 employees from various nationalities worldwide.

SNV has, amongst others, the following policies and procedures in place:

- Code of Conduct
- Child protection policy
- Gender policy
- Whistle-blower procedure
- Workplace harassment and discrimination policy
- Job house and scales in accordance with Total Reward system
- Performance management system
- Due diligence framework: applicable to all third parties that sign a contractual agreement with SNV and is based on a number of policies and standards such as the UNGC principles, child protection policy, fraud policy and whistle-blower policy.

Within SNV, regular meetings are held between the Managing Board representative and the Corporate Council. In the countries where SNV



operates through a Country Office, regular meetings are held between the Country Director and the Country Council. In these meetings labour related issues are discussed.

All SNV offices and employees must adhere to the SNV global policies. SNV has a grievance mechanism in place and the Human Resource function ((in our Global Support Unit in The Hague as well as in the countries) are responsible for implementing and ascertaining adherence to SNV's HR policies. Furthermore, attention for labour principles as described in the policies and procedures is part of the SNV training for new staff members. SNV policies and procedures are part of the induction package for new staff.

Maintaining compliance with SNV's policies and procedures is part of the work programme of the Internal Auditor and is reviewed on a regular basis and reported back to SNV's Managing Board. SNV has in an incident reporting system in place. All local labour conditions are uploaded in the compliance register maintained at Head Office and reviewed by the HR function at Head Office. Annual Performance Appraisal Reviews are held to discuss performance and during which employees can also raise issues.



# Principle 7, 8 and 9

## Environmental Principles

Related SDGs: 7 – 12 – 13 - 15

Environmental and social safeguards are intrinsic components of SNV's project design. Since 2016, an organisation-wide Environmental and Social Safeguard Policy ensures that any adverse environmental and social impacts of projects are identified, avoided, or mitigated and that the positive impacts are optimised.

SNV is committed to reducing greenhouse gas emissions. In 2017, SNV's projects contributed to a reduction of over 610,000 tons (in 2016, over 550,000 tons) of greenhouse gas emissions. This does not include our organisational CO2 footprint which was approximately 4,000 tons, for which we bought gold standard credits from two biogas projects in Tanzania and in Cambodia as an offset. Our CO2 footprint increased by six percent from 2016, as staff reported a seven percent increase in the number of return flights. Wherever feasible we continue to use electronic communications to reduce travel.

SNV increasingly integrates climate resilience in its agriculture and energy programmes. Our energy project portfolio helps to reduce greenhouse gas emissions while promoting access to energy. Where applicable, SNV offices use Fairtrade coffee and promote split waste collection. SNV has, amongst others, the following policies and procedures in place:

- Environmental and Social Safeguarding policy
- CO2 flight compensation.



# Principle 10

## Anti-corruption principles

### Related SDGs: 16

SNV has a zero tolerance policy for fraud. All suspected cases are included in the fraud register. A follow-up mechanism for reporting possible irregularities is in place. All (potential) fraud cases are reported to SNV's Audit & Risk Committee. Where necessary, forensic audits are executed by external experts. The risk of fraud is included in SNV's corporate risk register.

Attention to anti-corruption principles, as described in the policies and procedures, is part of the SNV training for new staff members. SNV policies and procedures are part of the induction package for new staff.



SNV has, amongst others, the following policies and procedures in place:

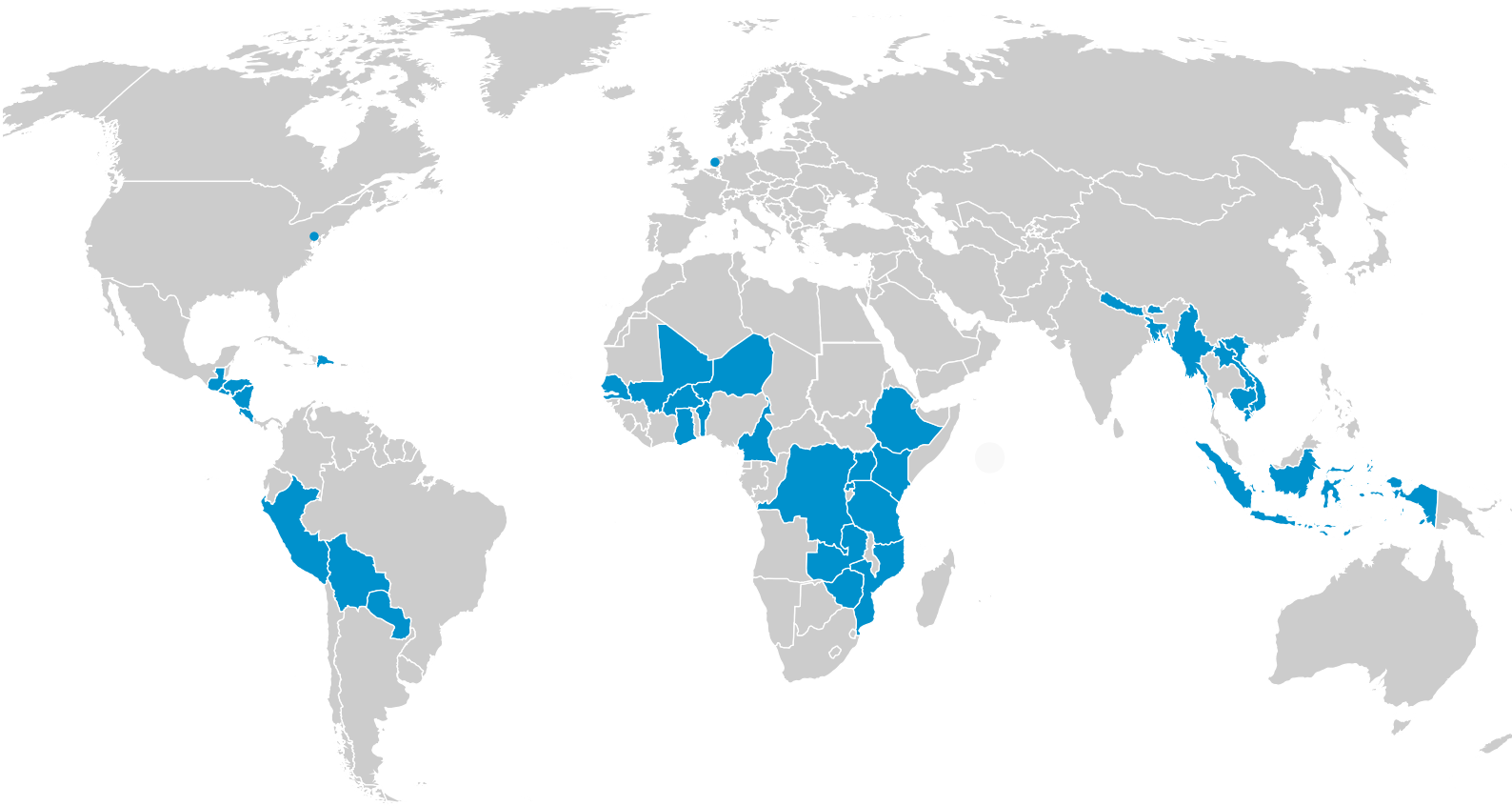
- Code of Conduct
- Fraud response procedure
- Whistle-blower procedure
- Due diligence framework: applicable to all third parties that sign a contractual agreement with SNV and is based on a number of policies and standards such as UNGC principles, child protection policy, fraud policy and whistle-blower policy
- Internal Control Framework consisting of 50 key controls.



# Additional information

Additional information on SNV's work, policies and procedures is available on SNV's website: [www.snv.org](http://www.snv.org).





SNV is a not-for-profit international development organisation, working in Agriculture, Energy, and Water, Sanitation & Hygiene. Founded in the Netherlands in 1965, we have built a long-term, local presence in more than 30 countries in Asia, Africa and Latin America.

Our global team of local and international advisors works with local partners to equip communities, businesses and organisations with the tools, knowledge and connections they need to increase their incomes and gain access to basic services – empowering them to break the cycle of poverty and guide their own development.

[www.snv.org](http://www.snv.org)