

**ODI Communication on Engagement 2019-2021
11th December 2019**

CEO Statement of Continued Support

Dear Secretary General,

With this letter, ODI is pleased to reaffirm its continued support for the ten principles of the UN Global Compact with respect to human rights, labour, environment and anti-corruption. With this commitment we express our ongoing intent to support the Global Compact in advancing this principle and communicating our progress to our stakeholders and the general public.

ODI is an independent, global think tank. Our vision is a sustainable and peaceful world in which every person thrives. We harness the power of evidence and ideas through research and partnership to confront challenges, develop solutions and create change. At a time when the world is faced with complex dilemmas, innovation will be essential to finding and testing bold ideas and solutions. We will be increasingly innovative in the ways in which we generate ideas, bring people together, communicate our work and increase our influence. ODI exists to have real impact for those who need it most. This is at the centre of our thinking about what to do, where to go and how we measure our success.

This is ODI's Communication on Engagement (COE) with the United Nations Global Compact, which describes the actions that our agency has taken to support the UN Global Compact and its principles over the last two years.

Yours sincerely,



Sara Pantuliano
Executive Director

Description of Actions and Measurement of Outcomes

At ODI, everything we do is driven by our vision, of a sustainable and peaceful world where everyone has the ability to thrive. This vision is reinforced by our commitment to adhering to our core values; independence; high quality; fairness, diversity and equality; working together; transparency and accountability; and sustainability. Our most recent strategic plan identified four key global challenges that our work seeks to address.

1. Ending extreme poverty and reducing inequality
2. Transforming economies and the future of work
3. Ensuring sustainable water, land, food and energy
4. Preventing conflict and violence and addressing fragility

We therefore directly support the aims of the UN Global Compact, both through the content of our work and our business practices and are committed to inspiring and catalysing change to build the society we seek.

Human Rights

ODI has an active programme of work on Human Rights and regularly conducts research and analysis to understand how the global community can continue to build on the progress made over the last decade. Most recently we produced a publication on [Human rights in the digital age](#) and earlier in the year produced a body of work exploring [Prospects for LGBTQI+ rights worldwide in 2019](#).

At an institutional level, ODI has a robust set of policies to ensure that we support the human rights of all across our workforce and have recently committed to developing a set of key performance indicators, on diversity, the gender pay gap and staff satisfaction to measure and document our progress. We conduct annual analysis on the composition of our workforce and publish the results of our gender pay gap analysis.

- ODI measures and reports on the Average Gender Pay Gap on an annual basis. It currently stands at 10.2% but we have policies in place to ensure this gap continues to fall.
- As a workforce, ODI has a 37%:63% male to female ratio
- We undertake annual staff surveys to ensure that staff have the opportunity to raise the primary issues that concern them.

Labour

Again, ODI's support for the principles relating to Labour is twofold. It is both the focus of our substantive work and something that we are keen to promote through our own internal practices. We are generating a significant body of research on the future of work and the impact that this might have on the labour markets in countries in the Global South, particularly with the growth of [informal sectors](#). We also seek to inform the global community on [emerging labour trends](#) to ensure we can divert resources to the right areas.

Internally, all staff have the freedom to join the officially recognised Trade Union, which regularly meets with our Senior Leadership Team to address workplace issues, and the union must be consulted in the event of major organisational changes. We also have a comprehensive set of

internal policies, including safeguarding and modern slavery, to ensure we contribute to the abolition of forced and child labour.

- ODI is committed to paying the London Living Wage for all staff and subcontractors

Environment

ODI actively support governments, communities and industries to answer difficult questions, to ensure sustainable transitions in energy, land, agriculture, and water (and the connections between them) and address key challenges of poverty eradication, climate action and natural resource management. We have numerous work streams that engage in this area, but specifically we have played a leading role in encouraging G20 countries to [phase out fossil fuel subsidies](#) that contribute to driving climate change.

Our internal actions are driven by our Environment Policy and overseen by our sustainability working group. We recognise that our business activities have environmental consequences and have taken steps to mitigate these where possible. Our energy is provided by a renewable supplier, we only use recycled paper, we try to recycle the majority of our waste, use vegetarian catering and we have a policy requiring train travel for all feasible destinations. Given we have researchers working all over the world our most significant environmental impact is from flight-based carbon emissions, but we have started to measure these so that we can work out how to reduce these more effectively.

- ODI monitors its recycling and recycled 6310kg in 2018 of which 60% was paper.
- We have conducted a comprehensive assessment of our CO₂e for 2018-19 and estimated these at 1.86 million kilograms.
- Of these emissions air travel constitutes around 92% which reflects our status as an organisation that works internationally
- We are committed to taking active steps to reduce both the overall total emissions and the number of flights taken by staff.

Anti-Corruption

We recognise the damage that corruption causes to communities and that it can undermine progress across all of the principles of the Global Compact. ODI has programmes of work that actively support governments to tackle corruption, whilst at the same time enabling other stakeholders to hold governments and officials to account. We are committed to promoting transparency and accountability in decision making and this can be seen throughout our work.

ODI also takes this commitment seriously in our everyday operations. We have robust policies on Anti-Money Laundering and Anti-Corruption and train relevant staff in how to assess these risks. We also have clear conflict of interest and whistle blowing policies and we pass these requirements down through the subcontracts of our partners.

Whilst we feel that ODI is a strong supporter of the principles of the Global Compact and that we contribute to promoting these both through our external and internal work, we are not complacent. We seek to regularly review these policies and ensure that we continue to make a positive contribution to these efforts. Therefore, we welcome the opportunity to report on our ongoing progress and will commit to improving our reporting this through all of our regular channels of communications.