

Communication on Engagement UN Global Compact

NI-CO

March 2018-March 2020



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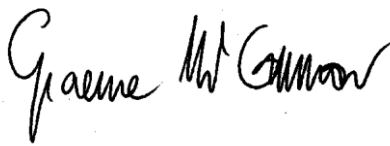
To our stakeholders

As Chief Executive, I am pleased to confirm that Northern Ireland Public Sector Enterprises Ltd (NI-CO) reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption.

This document sets out our Communication on Engagement with the United Nations Global Compact during the last 2 year period, describing the actions that NI-CO has taken to support the Ten Principles in our capacity as a non-business participant.

We also commit to sharing this information with our stakeholders using our primary channels of communication.

Yours sincerely



Graeme McCammon
NI-CO CEO



A Foreword by the NI-CO CEO

During the last financial year, NI-CO joined the many hundreds of blue chip companies from all regions of the world to become a member of the UN Global Compact and advance ten universal principles in the areas of human rights, labour, the environment and anti-corruption.

While NI-CO's work over the last 28 years has always been underpinned by the values of integrity, value for money and equality, our membership of the UN Global Compact formalises our commitment to the development of a more sustainable and inclusive global economy. It recognises the power of collective action and sets out our role in supporting and enacting, within our sphere of influence, a set of core values which comprise **the Ten Principles** of the Compact.

While the Ten Principles are ambitious, they provide an important frame of reference for the international community and have major benefits for NI-CO. The network has given NI-CO the opportunity to talk about how they are implementing the 10 principles and to exchange best practice with other members, stakeholders and partners. The responsible and sustainable approach to business operations endorsed by the Compact has brought economic benefits to NI-CO as well: it makes good commercial sense to conserve resources and energy, thus saving costs. Furthermore, a good working environment with a focus on the protection of labour rights and health has a positive impact on workforce motivation and productivity. Then there are the indirect benefits: companies that are committed to CSR have a positive image and more resonance with clients and employees alike. It is important however to stress that membership of the Global Compact is not simply a PR and marketing tool. By signing up to this, NI-CO has formalised the code of ethics which, I am proud to say, has always underpinned our business operations.

In this COE we highlight how those principles we hold dear in NI-CO are now being successfully woven in to all our overseas programmes. By formally aligning our strategies and policies with universal principles on human rights, equality, environment and anti-corruption we can ensure that Northern Ireland has a strong voice on shaping sustainable development in the future.

Description of Actions

Over the last 2 years, through NI-CO's portfolio of multi-lateral and bilateral donor funded projects we have made an active contribution to the following :

Human Rights

- **Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights; and
- **Principle 2:** make sure that they are not complicit in human rights abuses.

During the last 24 months, the theme of human rights has been woven into NI-CO training courses for beneficiaries in Oman, Afghanistan, Lebanon, Mexico, Turkey, Horn of Africa and the Western Balkans.

Labour Standards

- **Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- **Principle 4:** the elimination of all forms of forced and compulsory labour;
- **Principle 5:** the effective abolition of child labour; and
- **Principle 6:** the elimination of discrimination in respect of employment and occupation.

While NI-CO's work always seeks to promote equity and equality in the environments in which we operate, 2018 saw us deliver programmes specifically targeting principle 6 in Macedonia and Montenegro. These programmes looked at improving recruitment and selection procedures with the public service in these Balkan countries

Environment

- **Principle 7:** Businesses should support a precautionary approach to environmental challenges;
- **Principle 8:** undertake initiatives to promote greater environmental responsibility; and
- **Principle 9:** encourage the development and diffusion of environmentally friendly technologies.

At home, NI-CO is constantly striving to become more environmentally friendly. A new, ambitious CSR policy has driven forward our fair trade commitments and seek to dramatically reduce our carbon footprint.

Overseas, NI-CO has been working in Israel and in Macedonia on environmental sustainability programmes looking at waste collection and water protection.

Anti-Corruption

- **Principle 10:** Businesses should work against all forms of corruption, including extortion and bribery.

In 2018/2019, NI-CO has undertaken projects to improve the business environment in Mexico, Western Balkans, Guyana, Seychelles and Middle East through tackling money laundering, corruption and terrorist financing. In Georgia we have also introduced consumer protection standards.

Membership of the UN Global Compact has also allowed NI-CO to participate in more global networks and form strong strategic alliances with other non-business and business partners to secure international programmes which support the Ten Principles.

Measurement of Outcomes

Human Rights – Measurement of Outcomes

- **Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights; and
- **Principle 2:** make sure that they are not complicit in human rights abuses.

NI-CO programmes have educated over 130 police officers, judges, social workers and prosecutor in international human rights legislation concerning :

Rights of the child

Prevention of child abuse

Anti sex/child trafficking

Prevention of Torture

Anti - Discrimination legislation in relation to disability, age, race, gender and sexuality

These training programmes have led to the improvement of how criminal investigations and family disputes/trials are conducted. They have also served to help change attitudes and cultures regarding women and vulnerable groups allowing great social protection mechanisms to be put in place.

Labour Standards – Measurement of Outcomes

- **Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- **Principle 4:** the elimination of all forms of forced and compulsory labour;
- **Principle 5:** the effective abolition of child labour; and
- **Principle 6:** the elimination of discrimination in respect of employment and occupation.

NI-CO have provided legislative training and capacity building for over 100 senior public servants working in the Western Balkans in the areas of fair and ethical recruitment and selection, gender and pay and grading. This training has allowed women and minority groups to access greater employment opportunities and has helped to eliminate unfair and corrupt recruitment, selection and promotion. It has also resulted in putting safeguards in place to prevent child labour and unfair competition.

Environment – Measurement of Outcomes

- **Principle 7:** Businesses should support a precautionary approach to environmental challenges;
- **Principle 8:** undertake initiatives to promote greater environmental responsibility; and
- **Principle 9:** encourage the development and diffusion of environmentally friendly technologies.

As well as delivering training for Environmental public bodies in Israel and Macedonia in the areas of waste management and water treatment, NI-CO has promoted greater environmental responsibility across our network of offices. We have thus far successfully achieved the following :

- ✓ Cycle to work scheme for employees
- ✓ Public transport incentive scheme for employees
- ✓ We recycle all our waste (including toner cartridges which can often be hazardous)
- ✓ We recycle all our old computers and electrical appliances
- ✓ We recycle our old furniture (have an agreement in place with Habitat for Humanity)
- ✓ We have installed sophisticated video conferencing equipment to allow virtual training/mentoring and meetings to take place which minimises business travel
- ✓ We use only recycled paper
- ✓ We use only fair trade tea and coffee
- ✓ We have banned the use of paper and plastic cutlery and crockery
- ✓ We have invested in improved IT systems to promote better electronic file storage and discourage printing
- ✓ We use energy efficient photocopiers/scanners and kitchen equipment.
- ✓ We consolidate suppliers for materials to reduce the number of parts, packaging and Deliveries required.
- ✓ General waste at-desk bins have been removed and replaced with segregated waste bins (paper, plastics, general waste).
- ✓ We have cancelled junk mail and unwanted publications

Anti-Corruption – Measurement of Outcomes

- **Principle 10:** Businesses should work against all forms of corruption, including extortion and bribery.

NI-CO has been working with law enforcement agencies in Mexico and the Western Balkans, the Serious and Organised Crime Unit in Guyana and the National Directorate of Security in Afghanistan to challenge existing cultures of corruption and bribery and introduce improved practices that are conducive to economic growth and business development. Over 175 officers have been trained in areas such as :

- ✓ The role and function of the Financial Investigator and the associated accreditation process
- ✓ Money Laundering linked to Organised Crime
- ✓ Typologies of Money Laundering
- ✓ Banking, financial, insurance and bond legislation and others subject to money laundering
- ✓ The role and function of Suspicious Activity Reports (SAR) and its associated regime
- ✓ The role of the Analyst.
- ✓ Strategic Assessments and Tasking and Coordination Group (STCG) meetings.
- ✓ Tactical Assessments and Tasking and Coordination Group (TTCG) meetings.
- ✓ Integrity and prevention of corrupt practices
- ✓ ECHR and anti-discrimination including gender
- ✓ Asset Disposal and Return