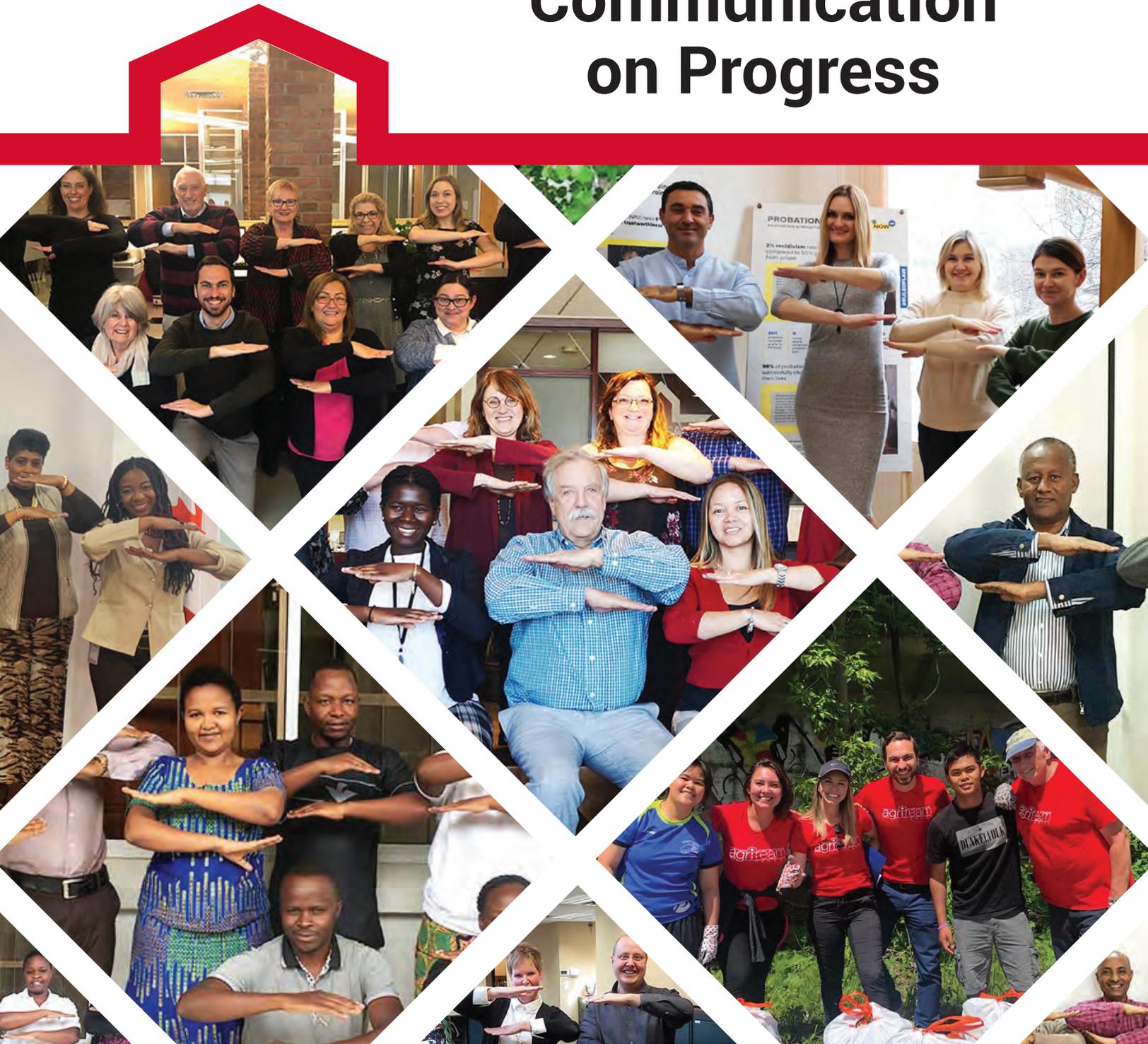


Communication on Progress



UN Global Compact
ANNUAL REPORT 2019

MESSAGE FROM THE PRESIDENT

2019 was an important year of change for **Agriteam**. Having acquired the UK-based company *North South Consultants' Exchange (NSCE)*, which provides development expertise around the globe, **Agriteam** vastly expanded the scope and impact of its core values, delivered through over 20 large-scale projects on five continents. Now qualified on multiple framework agreements with the *Department for International Development (DFID)* and the *Conflict, Stabilization and Security Fund (CSSF)*, **Agriteam/NSCE's** international work impacts even more lives and employs more people, furthering its leveraging ability of human rights practices enshrined in the Sustainable Development Goals (SDGs) and UNGC's 10 Principles.

With the SDGs contributing to high level results targets on all of its projects, **Agriteam/NSCE** actively practice integration and reporting on compliance through project outcomes. Internally, our *Code of Conduct* – and the corporate culture having inspired it – promote best practices and reward innovation in advancing the Goals. For the company this has meant further investing in dedicated technical specialists in *gender equality (SDGs #5 and #10)*, *climate action (SDGs #6-15)*, *governance (SDG #16 and buttressing all others)* as well as monitoring and evaluation. In such a manner, **Agriteam/NSCE** are able to continue contributing thought leadership both through evidence-based practices and innovative approaches to improving lives, with the support of our 15 international offices and 400+ staff.

Agriteam/NSCE remain proud partners of the UNGC and throughout 2020, will continue to expand partnerships with like-minded organizations to collectively progress on the SDGs and the UNGC Principles.

A handwritten signature in blue ink, appearing to read "Robert B. Francis".

Robert B. Francis
President and CEO

Measuring Outcomes

Corporate Actions to Measure Progress

For over 30 years, **Agriteam** has been supporting the policy, design and implementation of projects to support democratic development throughout the world. Staff and contractors associated with our firm are selected based on their commitment to the underpinnings of sustainable development, including the promotion of human rights and equality; commitment to environmental responsibility, and their proven ability to contribute to the creation and provision of opportunities for our partners to engage in sustainable development.

Corporate-level SDG Adherence: As a member of the UNGC, **Agriteam** has pledged to operate our business responsibly in alignment with the *Ten Global Compact Principles*, and to report on our ongoing efforts and activities that contribute to SDG progress.

SDG Indicator Application: Throughout our projects, **Agriteam** implements concrete measures on a case-by-case basis to ensure both empirical and interpretive measurement of SDG outcomes. Through the rigorous application of Results Based Management (RBM) programming practices, SDG indicators are embedded in all of our Performance Measurement Frameworks (PMFs), and aligned with national statistics bureau indicators in our countries of engagement.

Accountability Frameworks: Where project scope allows, **Agriteam** works with State partners to promote reporting systems that facilitate execution of the social contract through, accountability frameworks facilitating reporting. Such systems underpin protected rights and result in improved compliance with SDGs.

The Ten Principles

Practical Actions to Implement the Sustainable Development Goals

Agriteam's project portfolio is constantly evolving with expanding country programs and new programming built through trusted relationships with government partners. With ongoing projects based in Europe, Asia, Africa, and South America, Agriteam covers significant geographic reach, in addition to projects of global scope. Our commitment to advancing SDGs manifests through design approaches and integration of SDG indicators across the board. Below are Agriteam's active project engagements in 2020, from the scope of funding contributors with whom we work.

GLOBAL

Funded by the UK's *Foreign & Commonwealth Office*, the *Counter Terrorism Programme Fund* (CTPF) supports the delivery of the overseas element of the UK Government's **Counter-Terrorism** strategy (CONTEST) which aims to reduce the risk to the UK and its citizens and interests overseas from terrorism – protecting human rights under [Principles #1 and #2](#) – so that people can go about their lives freely and with confidence.

The provision of Monitoring, Evaluation and Learning (MEL) by Agriteam/NSCE intends to strengthen mechanisms and capabilities to manage CTPF results, enhance evidence-based programming decisions, bolster the ability to learn from experience, and facilitate strong communication of CTPF impact globally.

Agriteam/NSCE is working in partnership with UK-based firms *Agulhas Applied Knowledge* and *AKTEK Ltd.* to implement this 18-month project strengthening RBM systems, tools and processes, improving capacity of CTPF staff, facilitating learning and knowledge sharing.



Principle 1: Support and respect the protection of internationally proclaimed human rights

Principle 2: Ensure not complicit in human rights abuses

EGYPT

The *Promoting Opportunities for Women in Agribusiness Project (POWAP)* is enhancing the economic well-being of women in the agribusiness sector in three governorates of Upper Egypt, directly aligning with the Government of Egypt's objective of developing women's capacities to enhance their employment options, expand their participation in the workforce, support entrepreneurship and realize equal opportunities for women's employment in all sectors.

POWAP is focused on three intermediate outcomes: (i) increased job opportunities and innovation through women-owned and managed environmentally sustainable agribusinesses; expanded adoption of workplace policies and practices that enhance women's well-being at established agribusinesses; and improved gender responsiveness of key Government of Egypt policies, regulations and strategies that aim to promote women's economic participation through entrepreneurship and small & medium enterprise (SME) development.



Principle 4: Eliminate all forms of forced and compulsory labour

Principle 6: Eliminate discrimination in respect of employment and occupation

Principle 7: Support a precautionary approach to environmental challenges

Principle 8: Undertake initiatives to promote greater environmental responsibility

BURKINA FASO

In partnership with *Le Centre d'études et de coopération internationale (CECI)* Agriteam is working to implement the *Equity Support through Institutional and Technical Reforms Project (PARITÉ)* funded by Global Affairs Canada (GAC). The project will improve the accessibility and quality of education – a human right and compliant with Principle 1 – for all young people of Burkina Faso aged 6 to 16 years of age, by supporting the Ministry of National Education and Literacy in the implementation of the second Strategic Development Basic Education Plan (PDSEB). The approach adopted seeks in particular to support the education of women and girls, in line with the *Convention on the*



Principle 1: Support and respect the protection of internationally proclaimed human rights

Principle 8: Undertake initiatives to promote greater environmental responsibility

Elimination of All Forms of Discrimination against Women, and the Convention on the Rights of the Child. PARITÉ is working to reduce geographic and **gender inequalities**; support access to education for out-of-school youth; improve learning through better initial and ongoing teacher training and pedagogical oversight; increase participation of parents and the community in school management; and train to render financial processes, procurement and **environmental stewardship** more effective – **Principle 8**.

HONDURAS

Agriteam’s engagement in Honduras focuses on building the **education management** and pedagogical leadership skills of the Ministry of Education’s district and department education offices. This GAC funded project entitled *Strengthening Education Management at the District Level (FORTA)* contributes to quality education by strengthening the knowledge, skills and attitudes of female and male education leaders to deliver professional education services, while providing direction for school directors, teachers, students and local community stakeholders. It provides technical assistance, training and coaching through the development of local professional learning communities, inter/intra departmental peer learning opportunities, action research and through increasing the mobility and technology required to **improve the quality, relevancy and efficiency of basic education** in Honduras. FORTA is active in seven department education offices working directly with local management and technical personnel in 126 district education offices as well as the Ministry’s Department of Human Resources to institutionalize and nationalize FORTA, with a focus on realizing both **Principle 6** and **Principle 8** by designing training processes in pedagogical leadership, education



Principle 1: Support and respect the protection of internationally proclaimed human rights

Principle 6: Eliminate discrimination in respect of employment and occupation

Principle 8: Undertake initiatives to promote greater environmental responsibility

management, community participation and education governance in a transparent, gender equal and environmentally conscious way.

VIETNAM

In Vietnam, Agriteam is working with partners in supporting sustainable economic growth through the implementation of the *Vietnam Skills for Employment Project* (VSEP) funded by GAC. The project is designed to improve the enabling environment for investment, support rural small and medium-size enterprise development and enhance access to skills for employment. Principle 6 is reinforced through the approach undertaken to further skills for employment and reduce inequality of access to dignified employment. The quality of the national education system is being improved through enhancement of Technical and Vocational Education Training (TVET) leadership and management, enabling knowledge-building and sharing of best practices in TVET institutions by developing two Training Centers of Advanced Management in both Ho Chi Minh and Hanoi. The project is also strengthening management of the TVET system at the provincial level in Hau Giang, Vinh Long and Binh Thuan; improving the performance of one leading TVET institution in each of the target provinces; and improving the performance of select community colleges throughout the country and supporting application of Principle 1 through raising awareness of internationally enshrined human rights.

In November 2019, Agriteam in partnership with the University of Guelph was awarded the *Safe Food for Growth (SAFEGRO) Project* by GAC. The project seeks to improve food safety in Vietnam by working with the national and regional governments to enforce food safety regulations. Engagement with private sector suppliers increases the competitiveness of Vietnamese



Principle 1: Support and respect the protection of internationally proclaimed human rights

Principle 4: Eliminate all forms of forced and compulsory labour

Principle 6: Eliminate discrimination in respect of employment and occupation

Principle 3: Uphold the freedom of association and the effective recognition of the right to collective bargaining

Principle 9: Encourage the development and diffusion of environmentally friendly technologies

food products domestically and internationally, and engagement with consumers improves demand for safe food in Vietnam. The goal of this project is to improve the Vietnamese population's **access to safe, affordable and competitive agri-food products**, with an aim to **improve the wellbeing of consumers** as well as other agri-food sector actors. The project engages with civil society and the media to empower consumers, **particularly women**. The three project pillars include: enabling environment (policy and regulations), supply (private sector and small-holder farmers), and demand (consumers); and is based on the premise that taking a value chain approach will allow for systemic and sustainable change within the country and towards trade facilitation.

ETHIOPIA

Agriteam is currently implementing and providing technical assistance to six projects in Ethiopia that contribute to all 10 of the UNGC principles. At the national level, Agriteam is working to **strengthen government systems and processes** for the implementation of the *Productive Safety Net Program (PSNP4)*. Within this flagship program financed by the World Bank and other donors, such as the European Union, Agriteam also deploys technical assistance to mainstream **climate-smart planning and implementation approaches**, in support of the Government of Ethiopia's commitment to addressing climate change and environmental degradation through policies, strategies, and guidelines designed to ensure integrated rural development.

We are also supporting the second phase of the *Agricultural Growth Program (AGP-2)* by **strengthening the capacity of government staff** and agencies to improve service delivery, increase agricultural productivity and optimize commercialization of small-holder farmer



Principle 1: Support and respect the protection of internationally proclaimed human rights

Principle 2: Ensure not complicit in human rights abuses

Principle 3: Uphold the freedom of association and the effective recognition of the right to collective bargaining

production. This Global Affairs Canada program works at the federal and the regional levels and contributes to **dietary diversity and consumption, poverty reduction** and **fostering adaptation to climate change**.

Funded by the World Bank, we are also strengthening the understanding of AGP-2 government and aid agency staff regarding nutrition-sensitive agriculture. The project provides training and knowledge transfer tools to 370 regional and district agricultural specialists on how to protect the rights of women using a series of simple assessment tools. In support of **Principle 1**, the work has resulted in 1400 women and men and their communities overcoming significant **gender inequitable cultural and social norms**; specialized extension in **agricultural technical knowledge, and improvement of women farmers' access** to agricultural inputs (seeds, fertilizers) and resources; the training of 55 AGP coordinators and specialists on **transparent and fair voluntary land donation processes**, and development/ distribution of **micro-learning tools** in 165 districts to support development agents.

Equal rights have been promoted throughout project design, particularly regarding women's involvement in community infrastructure projects through the training of 1400+ government development agents on **inclusion of women in the decision making process**. **Principle 7** is supported through the development of tools for grievance redress for affected parties to understand their rights when their livelihood is impacted by agriculture development projects. Training manuals have been developed in line with **Principle 8** so as to strengthen **accountability for environmental and social assessment** of agricultural infrastructure projects including irrigation dams and canals. Finally, in support of **Principle 9**, development of environmentally friendly technologies has been fostered through integrated pest management plans having

Principle 4: Eliminate all forms of forced and compulsory labour

Principle 5: Abolish child labour

Principle 6: Eliminate discrimination in respect of employment and occupation

Principle 7: Support a precautionary approach to environmental challenges

Principle 8: Undertake initiatives to promote greater environmental responsibility

Principle 9: Encourage the development and diffusion of environmentally friendly technologies

Principle 10: Work against corruption in all its forms, including extortion and bribery

integrated **sustainable environment, health and safety** decision-making processes for infrastructure projects, and extension training developed and delivered to disseminate knowledge to women and men farmers. An FAO digital tool has been deployed to teach farmers **environmentally-sensitive** ways of managing plant health.

A third project in Ethiopia is jointly funded by the Kingdom of the Netherlands and Global Affairs Canada. Agriteam has been entrusted to engage with **government agencies** to support the implementation of the *Small-Scale Irrigation Capacity Building Strategy* which aims to promote household micro-irrigation among local farmer groups and small-scale entrepreneurs and develop the capacity of **agricultural technical vocational education** and training colleges.

Agriteam's fifth project is the *Strengthening Education for Mining (STEM)* project, designed to augment the skills and qualifications of women and men in geology and mining engineering undergraduate programs. Technical/vocational **education and training** (TVET) is also targeted within priority occupational areas to meet sector demands and improve **equal employability opportunities for women and men such that they maintain sustainable livelihoods**.

All undertakings in Ethiopia are designed and implemented with the **ten principles** at their core, offering significant opportunities to promote individual and collective rights and opportunities for environmental responsibility.

TANZANIA

The *Regional Maternal Newborn Child Health (RMNCH)* strengthening initiative in Tanzania aims to **improve maternal, newborn and child health** (MNCH) in the Lake Zone area by working with regional and council health management



teams to **strengthen health systems**. Agriteam is working with the University of Calgary to provide technical assistance for health management teams on planning and management of health services; to provide training for facility and community-based health providers and promoters on delivering quality MNCH services; to procure equipment and supplies in support of health facilities to improve their capacity to deliver MNCH services; and to work with key community figures and local committees to improve MNCH, including the promotion of **gender equality**. Other **key partners** include the Canadian Paediatric Society, Save the Mothers, Mbarara University of Science and Technology, and Catholic University of Health and Allied Science.

In the **education** sector, Agriteam is providing technical assistance to a GAC-funded project that aims to assure quality, long term training of teachers. Working through the national teacher training college system, the *Teacher Education Support Project (TESP)* focuses on improving the core two-year residential training that teachers receive at the 35 government teacher colleges, in order for teachers to be conferred with certificate and diploma qualifications for primary and secondary teaching, under the auspices of Tanzania’s Ministry of Education.

MALI

Agriteam is working in Mali on the implementation of a GAC project supporting **public administration reform**. This reform is being catalyzed through capacity development of the Office of the Commissioner of Institutional Development (CDI), the steering mechanism of the *Institutional Development Program (IDP)*. The IDP was established by the Government of Canada to underpin **economic growth** and



Principle 1: support and respect the protection of internationally proclaimed human rights

Principle 6: eliminate discrimination in respect of employment & occupation



reduce poverty through technical and financial assistance provided to the Government of Mali.

Agriteam's provision of technical assistance focuses on results-based management including new approaches to evaluation, managing human resources and supporting staff in embracing change. Throughout all aspects, equality between women and men is of key focus, as is the manner in which new strategies regarding climate awareness and sustainable development will ensure higher performance targets within the public service and ultimately better service provision to the Malian population.

Agriteam's DÉFI project in Mali is working to reduce harmful social norms and other obstacles affecting girls' education by promoting wider community dialogue and inclusivity, promoting state compliance with the *Convention on the Elimination of All Forms of Discrimination against Women* and the *Convention on the Rights of the Child* – Principle 1. Funded by GAC, this project aims to increase and improve access to safe, quality educational courses for girls and boys who are out of school. In collaboration with stakeholders in the public education sector and Ministry of National Education, DÉFI is working to improve the management of educational services in Mali to better address the needs of communities affected by conflict. Working with Farm Radio International and Catholic Relief Services, DÉFI is using strategies such as interactive radio programming, digital innovation, vocational training and remedial classes for girls with learning difficulties in order to reduce barriers to girls' education and provide training to girls who do not have access to primary and/or basic education.

Principle 1: Support and respect the protection of internationally proclaimed human rights

Principle 6: Eliminate discrimination in respect of employment and occupation

Principle 7: Support a precautionary approach to environmental challenges

Principle 8: Undertake initiatives to promote greater environmental responsibility

Principle 9: Encourage the development and diffusion of environmentally friendly technologies

UKRAINE

The *Expert Deployment for Governance and Economic Growth (EDGE)* project is helping Ukraine move towards a democratic and prosperous society by **advancing citizen-centered democracy** and **promoting sustainable economic growth**. Working side-by-side with government at the highest levels, EDGE responds to critical reform needs, particularly planning, actioning and communicating with the public. Working across a broad range of governance sectors (anti-corruption, decentralization, deregulation, probation) and strategic economic growth areas (export promotion, foreign direct investment, information technology, agriculture, ports reform, etc.). Agriteam embeds technical experts directly within the project's partner Ministries to facilitate hand-in-hand cooperation with both the leadership and the bureaucracy as they manage their respective priority reforms.

As the EDGE project finished in 2019, the Government of Canada expressed its resounding support for the project by approving a project successor, *Support for Ukraine's Reforms for Governance (SURGe)*. This project works to support reforms at all levels of government that focus on **improving the quality of life** for all Ukrainian citizens, with a strictly-applied lens of **social inclusion and gender responsiveness**. In adherence with **Principles 1, 2 and 10**, SURGe bases interventions on the breadth of human rights instruments to which Ukraine is signatory, ensuring **harmonization of human rights principles** through support to legislative drafting and policy elaboration. Adding to the work completed under EDGE, SURGe engages with the Government of Ukraine in a number of priority areas,



Principle 1: Support and respect the protection of internationally proclaimed human rights

Principle 2: Ensure not complicit in human rights abuses

Principle 3: Uphold the freedom of association & effective recognition of the right to collective bargaining

Principle 4: Eliminate all forms of forced and compulsory labour

Principle 5: Abolish child labour

Principle 6: Eliminate discrimination in respect of employment and occupation

Principle 7: Support a precautionary approach to environmental challenges

Principle 8: Undertake initiatives to promote greater environmental responsibility

Principle 9: Encourage the development and diffusion of environmentally friendly technologies

including economic growth, public administration reform, human capital (including education and health care) and deterring corruption. The project is entirely responsive to Ukrainian priorities, and promotes and supports deployment of Ukrainian expertise throughout the various reform initiatives. Importantly, all initiatives are shaped based on an assessment of human rights, environment and labour compliance, hence in conformity with all UN Global Compact 10 Principles.

Principle 10: Work against corruption in all its forms, including extortion and bribery

A second project of Agriteam in Ukraine is within the security sector. In 2019, the *Police Training Assistance Project* (PTAP) funded by the Peace and Stabilization Operations Program (PSOPS) of GAC wound down. The project provided advisory services and training to help strengthen the National Police of Ukraine (NPU) program and foster a national police academy system enabling merit-based professional development of a gender-sensitive, community-oriented national police service based on local resourcing and international standards and best practices. In such a manner, several principles of the UN Global Compact are worked into the approaches, training, curriculum and mentoring processes. Key outputs include an organizational governance and policy framework for the NPU to advance professional development; a legal framework for a police academy system, capacity support for security leadership, operational management and specialized policing functions; curriculum development and certification processes for police training.

PTAP made way for a third iteration of police project for Agriteam in Ukraine: the *Canada Ukraine Police Development Project* (CUPDP). This project initiated at the closure of PTAP in 2019 and expands on results of the

latter by working towards the sustainability of police reform while promoting **gender equality** as an essential element of effective policing. The project supports preliminary expansion plans to create two new regional branches of the Patrol Police Academy (PPA) to offer quality recruit training, including scenario based approaches and cost-effective distance learning. CUPDP also supports the establishment of a more systemic **in-service training system** that will build both the human and physical capacity of current training institutions and be linked to a competency-based job classification system.

CUPDP is particularly conscious of the traction possible in promoting application of both CEDAW and UNSC 1325 *Women, Peace and Security* through a number of targeted activities including (1) professional development programs for the police on **preventing and addressing domestic violence**; (2) on-going technical assistance to the *Ukrainian Association for Women in Law Enforcement* (established under predecessor project); promoting the **advancement of women in the security sector** and (3) integration of **gender equality principles** into all professional development programs for police officers, including the development and implementation of a **gender equality strategy** for the National Patrol Police Academy of Ukraine.

CUPDP works towards **Principle 10** in supporting the government of Ukraine to develop a transparent community oriented police service. One important element of this support is the *Community Policing Initiative Fund* which supports community consultative groups to undertake initiatives that **increase community security and build trust**.

COLOMBIA

Agriteam's *Building Extractive Sector Governance (BESG)-Comunica* project in Colombia is designed to **improve public sector governance** of the extractive sector by building capacity of the Ministry of Mines and Energy (MinMinas), mining agencies and mining authorities. Agriteam/NSCE is developing a tailored capacity building program based on challenges including decentralization, management information systems, conflict management, **environmental protection, occupational health, economic development, protecting human rights and transparency** of mining-related information.

Gender equality is a central tenet of the project, with a comprehensive gender strategy designed to ensure that the benefits of the extractive sector be equitably distributed between women and men, and that public authorities have the policy instruments at their disposal to reduce **existing gender inequalities**. Also under **Principles 1, 2, 7, 8 and 9**, the project ensures broad protection of human rights and environmental protection through (i) increasing the capacities of the Colombian state to **regulate activities, in compliance with international human rights law**; (ii) further the capacity of the State to guarantee the **right of people to a healthy environment**; (iii) accompany communities in strengthening their capacities to demand their right to a **healthy environment**, particularly with regard to **accessing water as a vital resource** and the elimination of the use of mercury; and (iv) strengthening the capacities of organized communities to access their **economic, social, and cultural rights** in compliance with ICESCR through



Principle 1: Support and respect the protection of internationally proclaimed human rights

Principle 2: Ensure not complicit in human rights abuses

Principle 4: Eliminate all forms of forced and compulsory labour

Principle 5: Abolish child labour

Principle 6: Eliminate discrimination in respect of employment and occupation

Principle 7: Support a precautionary approach to environmental challenges

Principle 8: Undertake initiatives to promote greater environmental responsibility

Principle 9: Encourage the development and diffusion of environmentally friendly technologies

Principle 10: Work against corruption in all its forms, including extortion and bribery

local economic development alternatives.

Specifically under [Principle 2](#), the project promotes actions to improve the living conditions of vulnerable beneficiary communities by promoting protection of their rights, especially artisanal mining women. It ensures that **workers do not have to expose themselves to unsafe conditions** while doing artisanal mining, given the levels of mercury that they are exposed to in their day to day activities.

Comunica contributes to the **elimination of discrimination in employment as well as training and education** through increasing transparency in information, making it easier for civil society to identify gaps and hold duty bearers accountable. The project fosters the capacity of the government to identify and implement measures to include the private sector in ensuring **non-discrimination in hiring and retention practices**. Finally, it works with local governments to ensure that they are capable of attending to the specific needs of their **vulnerable local subsistence miners – particularly women** – who are not part of the formal lines of the Colombian mining economy.

The project demonstrates a breadth of **environmental benefits** under [Principles 7, 8, and 9](#) including project outputs that strengthen tools and processes for making decisions when Colombia's natural heritage is impacted. Another important output is that of proper elimination of the use of mercury as well as measures to be able to assess variability of climatic phenomena and future periods of water scarcity that may arise. [Principle 8](#) is fully embraced in the project in community water monitoring components through a highly participative

methodology, localizing control measures. Environmental valuation is also practiced, with the goal of achieving the consolidation of a development model that guarantees the **preservation of the environment** and that appropriate measures are taken when mining activities impact the environment.

Finally, **Principle 10** constitutes an important component with the project working towards optimizing transparency and the dissemination of information as fundamental axes of governance.

MONGOLIA

Through the *Strengthening Extractive Sector Management (SESMIM)* project, funded by GAC, Agriteam works with the **Mongolian government for transparent and effective policy and regulatory application supporting sustainable growth** in the extractive sector. Support provided is designed to improve coordination of policy and regulatory implementation amongst ministries and key industry stakeholders, providing for better **evidence-based decision making** in extractive sector management. The engagement is planned and executed in accordance with rigorous **gender equality** standards, including a broader focus on **social equality** and **environmental sustainability**. Additionally, **public awareness and education** programs involving hundreds of industry and civil society organizations will deepen understanding and **afford social license for the sector, while evidence-based pilot programs** in monitoring and reporting will be carried out in rural mining communities.

To achieve this capacity building program, Agriteam works with the Mongolian Ministry of Mining, Ministry of Environment, Green



Principle 1: Support and respect the protection of internationally proclaimed human rights

Principle 2: Ensure not complicit in human rights abuses

Principle 3: Uphold the freedom of association and effective recognition of the right to collective bargaining

Principle 4: Eliminate of all forms of forced and compulsory labour

Principle 5: Abolish child labour

Principle 6: Eliminate discrimination in respect of employment and occupation

Principle 7: Support a precautionary approach to environmental challenges

Principle 8: Undertake initiatives to promote greater environmental responsibility

Development and Tourism the and the Ministry of Finance, with additional input from the Government of Alberta, the University of Alberta, the University of Calgary and other service providers. The project has been instrumental in the passage of the country's first mine closure regulation to **ensure benefits invested in minimizing environmental impact**, in accordance with **Principle 7**. A new audit regulation and refined environmental impact assessment process were forwarded in support of **Principle 8**, and the first climate adaptation and mitigation knowledge product was developed for the Mongolian extractive sector identifying available technologies and implementation strategies, supporting the intent of **Principle 9**.

Principle 9: Encourage the development and diffusion of environmentally friendly technologies

Principle 10: Work against corruption in all its forms, including extortion and bribery

SRI LANKA

Agriteam is working with a range of government and statutory institutions as well as civil society on a GAC project supporting the implementation of Sri Lanka's Official Languages Policy. The project seeks to leverage human rights principles to **promote language rights as a means of furthering reconciliation and social cohesion**. The *National Languages Equality Advancement Project (NLEAP)* will last for five years and contribute to **reducing poverty, assuring decent work and economic growth and improving public sector service provision**.

NLEAP will work with an array of partners to improve institutional capacity for egalitarian service provision to both the Tamil and Sinhala-speaking citizens of Sri Lanka, considering full **gender equality** as one of its key features. On a higher level, the project will advise on application of a national Accountability Framework amongst the



Principle 1: Support and respect the protection of internationally proclaimed human rights

Principle 2: Ensure not complicit in human rights abuses

Principle 6: Eliminate discrimination in respect of employment and occupation

government, civil society and the Parliament, holding institutions to their constitutional obligation and that of duty bearers for the provision of **language rights**. NLEAP aspires to contribute to reconciliation and **peacebuilding** by fostering societal acceptance of the culturally diverse and bilingual nature of the country.

INDIA AND NEPAL

Agriteam recently initiated a new project in India and Nepal known as *Enhancement of the Education and Resilience of Tibetan Youth (EERTY)*. Funded by GAC, the project will contribute to building the capacity of the Tibetan **education system** in India and Nepal which includes 70 schools and a current enrolment of approximately 22,000 students. Implemented in cooperation with the Central Tibetan Administration, the project will build on achievements of the *Improving Education Quality and Learning for Tibetan Children Project* which took place in India and Nepal from 2015 to 2017. In line with Canada's new Feminist International Assistance Policy, EERTY will address the need to improve academic achievement through enhanced **gender-responsive teaching practices** that promote **cultural and linguistic rights** and better prepare Tibetan youth for post-secondary education and the transition to work.



Principle 1: Support and respect the protection of internationally proclaimed human rights

Principle 2: Ensure not complicit in human rights abuses

Principle 6: Eliminate discrimination in respect of employment and occupation

Planning Ahead

SDGs and Agriteam: 2020 and Beyond

Agriteam is committed to the ten principles of the **United Nations Global Compact** and to the **Sustainable Development Goals**. Over the course of 2019, the review of systems and processes internally was continued in line with international best practices and conforming to the Ten Principles of the UNGC. In addition, a number of initiatives were developed corporately to build progressively on the manner in which we do business and ensure that we are aware, engaged and expansive in our individual and corporate attitudes towards growing best practices, whether internally or within communities of practice. We will continue throughout 2019 and beyond to build on achievements, as well as expand the number and scope of initiatives reflecting the letter and spirit of the Principles.

Measures initiated in 2019 and plans for moving forward:

	2019	2020+
Policy Review	Annual review of internal policies to ensure conformity regarding child protection, social impact, harassment, discrimination, environmental stewardship, fraud, corporate governance.	Continued rollout and training of staff and contractors.
Code of Conduct	Annual review of Code of Conduct in accordance with international standards.	Continued rollout and training of staff and contractors.
Human Rights, Governance & Gender Equality Expertise	Dedicated internal expertise continues to mainstream principles through corporate policies and projects.	Continued engagement.
Advisory Groups & Committees	Internal advisory groups on M&E, Gender Equality, Women Peace and Security, Environment and Climate Change fully active and contributing in a substantive manner to project interventions.	Continued and accelerated engagement.

**External
Communities of
Practice**

Either lead or participate in arenas of Women Peace and Security, Evaluation and Sexual/Reproductive Human Rights and report back internally through Webinars.

Continued and accelerated engagement.

**Charitable Donations
Committee**

Internal voluntary group dedicated to the granting of financial and volunteer support based on evaluation of initiatives in the context of the ten principles. Group expanded from 3 individuals to 5 over the course of 2019.

Increase in the scope and number of activities and events sponsored by the company and engaging staff and community.

**Strategic
Partnerships**

Partnership initiatives with a focus on the Global South (academia, think tanks, civil society and others) at every stage of project design, bid submission and implementation. Bids submitted in 2018 met with overwhelming success and have largely been funded in 2019.

Effort continues to identify and foster partnering arrangements that enhance capacity to realize project goals in accordance with the Principles. These efforts now include project consortia under DFID frameworks with whom Agriteam/NSCE have achieved prequalification.

Agriteam Gives Back - 2019 Events

In the spirit of encouraging individual engagement and supporting SDGs locally in our communities, the Agriteam Charitable Donations Committee has rallied staff and other supporters around the following initiatives in 2019:

January

Calgary Icebreaker Polar Dip Challenge to raise funds for victims of human trafficking

March

International Women's Day support for organizations serving women fleeing domestic violence



April

Earth Day Stair Climb in support of wilderness conservation

May

Food Sort Challenge in support of the Ottawa Food Bank



June

World Environment Day shoreline and river clean-ups

July

MudGirl Run to raise funds for breast cancer research

October

World Food Day sandwich and meal support for homeless shelters

November

Remembrance Day support honouring veterans and military personnel

December

Holiday Giving in support of organizations serving children and youth