



COMMUNICATION ON ENGAGEMENT

Adyan Foundation
Riverside Center,
Charles Helou Street 12-02,
Sin El Fil, Beirut,
Lebanon

Period covered by this Communication on Engagement: From April 2018 To March 2020

Part I. Statement of Continued Support by the Chief Executive Officer

8 April 2020

To our stakeholders:

I am pleased to confirm that Adyan Foundation reaffirms its support to the United Nations (UN) Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption. This is our Communication on Engagement with the UN Global Compact. We welcome feedback on its contents.

In this Communication of Engagement, we describe the actions that our organization has taken to support the UN Global Compact and its Principles as suggested for an organization like ours. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

A handwritten signature in blue ink, appearing to read "Fadi Daou", with a long horizontal line extending to the right.

Prof. Fadi Daou
CEO, Adyan Foundation



Part II. Description of Actions

Adyan is a foundation for diversity, solidarity and human dignity that works locally, regionally and internationally for pluralism, inclusive citizenship, and spiritual solidarity, through home-grown solutions in education, media, policymaking, and intercultural and interreligious relations.

Adyan is deeply committed to the principles of the UN Global Compact, and makes continuing effort to strengthen this commitment and to promote it via our work and partnerships. Adyan is also aligned with the UN Sustainable Development Goals (SDGs), and our work contributes to SDGs 4, 5, 10, 11, 16 and 17.

Over the past two years, Adyan has been an active member of the Global Compact Network Lebanon (GCNL). This has included participating in meetings and contributing to initiatives. In October 2019, Adyan participated in the 'Making Global Goals Local Business' annual forum in Lebanon, organized by the GCNL. This event aimed to bring together regional and global leaders from business, civil society, government, and Global Compact local networks in the Middle East to catalyze a collective action affecting the Global Compact Ten Principles and the 17 Sustainable Development Goals (SDGs). Adyan was one of the companies profiled in the event handbook.

Adyan has also embedded the principles of the Global Compact within its revised internal policies, including financial policies and an Employee Handbook, which were endorsed by Adyan governance and management levels in January 2020. Adyan worked with experts to ensure that within these policies are full commitments to human rights, labour, environment and anti-corruption.

In particular, this includes Adyan's 'Green Policy', via which we acknowledge our organizational and individual responsibility towards the environment, and we commit ourselves to carry out activities and operations in a sustainable manner, taking every step to minimize operational impact on, and preserve the environment wherever we operate. Moreover, we also aim to sensitize our beneficiaries to the ecological challenges and responsibilities, and encourage them to participate in all kinds of activities that help protect the environment.

In addition, Adyan's revised Code of Conduct contains the organization's policies on fraud, bribery and corruption. Within these are a zero-tolerance policy; active measures to prevent fraud and corruption including regular internal and external audits; the existence of a Vigilance Officer (a Board member who is external to the office); and sanctions towards employees and other relevant parties including full loss recovery.



Adyan's commitment to the UN Global Compact is also highlighted at the start of the Employee Handbook, where we note: "... being a member of the "UN Global Compact", Adyan ensures through its Ethos and Code of Conduct a professional framework that is in compliance with the international Human Rights standards and UN related conventions." This commitment to the UN Global Compact and its Principles is also included in a dedicated section.

This Handbook, and the related policies and values, are intended for the use of the whole Adyan community, which includes employees, network members, consultants and partners. All employees and consultants are required to sign a commitment to upholding these guidelines. The Handbook is also shared with partners and potential partners. In this way, Adyan continues to promote ethical professional and personal behaviour not just of internal staff but also of other individuals and organisations with which we have engagement.

Part III. Measurement of Outcomes

- On 15 March 2020, after the World Health Organization declared COVID-19 a global pandemic and following its wide spread in a large number of countries, including Lebanon, Adyan Foundation shared a statement and call to global responsibility and solidarity: <https://adyanfoundation.org/2020/03/adyans-statement-on-the-covid-19-pandemic-an-invitation-to-humility-solidarity-and-global-responsibility/>
- In November 2019, Adyan moved into new offices in Lebanon. All aspects of the facilities are designed to take into account environmental concerns, including a ban on single-use plastic and a recycling system.
- In July 2019, Adyan formed a partnership with Danmission to implement a three and a half-year project to promote the rights of women in Lebanon. The project, titled 'Women, Religions and Human Rights in Lebanon' will work with numerous local partners and organisations to address the legal discrimination against women in the Lebanese personal status laws.
- One of Adyan's key workstreams is to promote fundamental freedoms, namely Freedom of Religion and Belief. Adyan works to encourage dialogue around, and acceptance of, this freedom in numerous ways, including the publication in June 2018 of a related White Paper: <https://adyanfoundation.org/wp-content/uploads/2019/04/Adyan-White-Paper-on-FoRB-ENG.pdf>. Adyan also regularly provides expertise on this topic. One such example is the participation of Adyan in July 2018 in the consultative meeting on 'Interreligious Engagement and Freedom of Religion or Belief: Towards a New Approach to Policymaking in the Mediterranean Region', at the UK Parliament.