



**ACTION AGAINST HUNGER (UK)
LTD**
6 Mitre Passage
London
SE10 0ER
United Kingdom
T: +44 (0)20 8293 6190
www.actionagainsthunger.org.uk

ACTION AGAINST HUNGER UK

COMMUNICATION ON ENGAGEMENT

Period covered by this Communication on Engagement

From April 2018 to July 2020

Part 1: Statement of continued support by the Chief Executive Officer, Jean-Michel Grand

27 July 2020

To our stakeholders

I am pleased to confirm that Action Against Hunger UK 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 is our Communication on Engagement with the United Nations Global Compact. We welcome feedback on its contents.

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

Sincerely yours

Jean-Michel Grand

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Jean-Michel Grand

Chief Executive Officer, Action Against Hunger UK



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Parts 2 & 3: Description of Actions & Measurement of Outcomes

For almost 40 years, across nearly 50 countries, Action Against Hunger has led the global fight against hunger. Recognised as a leader in the fight against malnutrition, we work to save the lives of malnourished children while providing communities with sustainable access to safe water and good nutrition.

Action Against Hunger is committed to the ten principles of the UN Global Compact in the areas of human rights, labour, environment and corruption. We are devoted to working together with the global community to contribute to the achievement of the 2030 Agenda for Sustainable Development and the Sustainable Development Goals, especially the goal to end hunger and undernutrition (as set out in our [International Strategic Plan](#) for 2020). Our mandated principles and approaches are aligned with the UN Global Compact principles, including our beneficiary guidelines and programmatic approach (examples in our [International Annual Report](#) and [Global Learning Review 2018](#)).

As we are well respected by our peers for technical excellence, particularly in the area of undernutrition, we contribute to the international community by sharing our knowledge and expertise; and by investing in research, monitoring, evaluations and learning capacities to search for more effective solutions. For example, Action Against Hunger is a founding member of the [No Wasted Lives](#) Coalition, an inter-agency effort committed to catalysing action for acute malnutrition and promoting a coordinated approach to child health and nutrition.

We recognise that we cannot reach our goal of ending world hunger alone. We work in partnerships to maximise our impact, promote our values and create a worldwide movement for change. This includes working with corporate partners (for example, in 2018, Action Against Hunger worked with Starbucks in the UK, France, Spain and other European countries on an initiative to reduce food waste) and through local partnerships in the communities where we work.

We aim to deliver high-quality programmes based around our humanitarian principles of independence, neutrality, non-discrimination, free and direct access to people in need, professionalism and transparency (set out in International [Charter of Principles](#)), which are aligned with the UN Global Compact.

We constantly strive to strengthen our policies, procedures and ways of working to ensure that we uphold our values and promote the UN Global Compact principles. In this Communication on Engagement, we have described some of the actions we have taken to support the UN Global Compact and its principles over the period from April 2018 – July 2020.

Principles 1 & 2: Human Rights

Action Against Hunger supports programmes in environments where people might be considered at their most vulnerable due to poverty, conflict, displacement, and an inability to access basic human rights. These environments can augment the possibility of human rights abuses and Action Against Hunger has various policies and procedures in place to ensure we comply with our commitment to principles 1 and 2 of the UN Global Compact.

This includes our International Code of Conduct (which incorporates ethical behaviour policies); training and policies to ensure non-discrimination, equality and the safety and well-being of our staff



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and beneficiaries; our governance, operating and risk procedures; as well as our commitments to 'do no harm', the Core Humanitarian Standards and other humanitarian and human rights standards. We also carry out thorough due diligence checks on all of our partners and suppliers to ensure that we do not engage with businesses and organisations who are complicit with any form human rights abuses.

Action Against Hunger has a zero tolerance policy on any form of abuse of power, sexual exploitation and unethical behaviour (see Action Against Hunger UK's [Safeguarding Commitment](#), [Safeguarding Policy](#) and [Policy on Protection from Sexual Exploitation and Abuse](#)). Since 2018, we have focused on reiterating organisational values, consulting with staff on strengthened policy and communicating their implementation and associated protocols. We have also providing e-learning to all staff, proactively providing opportunities for staff to raise concerns, and providing multiple reporting channels.

In February 2020, Action Against Hunger launched an International PSEA Project, which set out ambitious objectives and targets to foster a common understanding and approach in relation to sexual exploitation and abuse and ensure the highest standards of prevention and accountability across the Action Against Hunger network.

Principles 3, 4, 5 & 6: Labour

Action Against Hunger UK requires that all beneficiaries, employees, volunteers and workers are treated with dignity and respect. We have adopted numerous policies and procedures to uphold these values and we have continued to strengthen these over the past two years. In particular, these principles are upheld by our Equal Opportunities and Diversity, Dignity at Work, and Recruitment and Selection Policies, which ensure that our recruitment processes are rigorous, transparent and non-discriminatory. Action Against Hunger UK's Whistleblowing Policy outlines the procedure for reporting any suspected breach of our policies, and details how suspected breaches will be handled.

Although Action Against Hunger UK employs less than 250 people in the UK, we have committed to publishing our gender pay gap. In April 2018, it showed no difference in the median pay gap between female and male full-time employees. Data in April 2019 indicated that there is now a negative gender pay gap in favour of women of -2.5%.

It is important that our downstream partners also adhere to these principles and our Partnership Policy and Toolkit sets out our approach to ensuring that our partners have appropriate measures are in place, particularly in relation to whistleblowing and/or feedback and complaints policies and practice.

Action Against Hunger recognises its responsibility to be alert to the risks of modern slavery in both our business and our supply chain and our Modern Slavery Policy sets out our working practices in relation to the issues of slavery, servitude, human trafficking and forced or compulsory labour and our responsibilities under the Modern Slavery Act 2015.

Principles 7, 8 & 9: Environment

Action Against Hunger recognises that climate change and environmental sustainability are key factors in achieving our mission to end world hunger. We are dedicated to taking steps to contribute



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towards mitigating our environmental impact, both locally and globally, as set out in our [Environmental Policy Statement](#).

As an organisation working extensively with populations affected by environmental degradation and the changing climate, Action Against Hunger takes the environmental impact of our work extremely seriously. In recognition of the negative impact that environmental factors can have on the communities we support, and in line with our mission and values, Action Against Hunger UK has adopted an environmental policy. This includes travel guidelines and an associated annual action plan, which commits us to assess, improve and monitor environmental performance, comply with relevant legislation, and sets out concrete steps toward doing so environmental risks and mitigating actions are also included in our risk registers.

Due consideration is given to environmental preservation, protection and recovery, and promotion and educational activities. This simultaneously meets our own responsibility to 'do no harm' and strengthens the long-term resilience of at risk populations

Principle 10: Anti-Corruption

Action Against Hunger has a zero tolerance policy in relation to fraud, corruption and bribery as set out in our Anti-Bribery, Corruption, Money Laundering and Whistleblowing Policies. These detail mandatory requirements for all staff to report any suspected, alleged or actual cases of aid diversion, fraud, money laundering or counter terrorism finance.

We have continued to strengthen these measures over the past two years, in particular by establishing an international risk group to promote harmonisation of policies, principles and standards across the international network to ensure consistently high standards and adherence to our values and to progress dedicated projects relating to fraud, partnerships, counter terrorism and feedback mechanisms.

We carry out strict due diligence, risk assessments and monitoring procedures in relation to all of our partners to ensure that they have appropriate policies and procedures in place to adhere to the UN Global Principles. We also assist partners in identifying areas for improvement and provide support and assistance to help them to build capacity and compliance where required.