

UNITED NATIONS GLOBAL COMPACT



COMMUNICATION ON PROGRESS 2019

fhi360
THE SCIENCE OF IMPROVING LIVES



OUR CONTINUED SUPPORT

I am delighted to share with you FHI 360's first UNGC Communication on Progress (CoP). FHI 360 reaffirms its support to the United Nations Global Compact (UNGC) and its Ten Principles in the areas of human rights, labor, environment and anti-corruption.

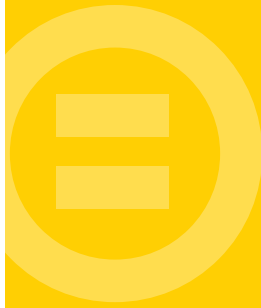
For nearly five decades, FHI 360 has worked hand-in-hand with governments, civil society, the business community, academic institutions and faith-based groups to meet the human development challenges in an ever-evolving world. Now, more than ever, these uncertain times require us to stay true to our core beliefs and principles. We will continue to be guided by the best scientific evidence and practical experience as we deliver on our mission: to improve lives in lasting ways by advancing integrated, locally driven solutions for human development.

The following policies guide our work, and we present a few examples of FHI 360's organizational contributions in health, education, the environment and civil society that all speak to the spirit of the UN Global Compact and its Ten Principles.

Sincerely yours,



Patrick C. Fine, MEd
Chief Executive Officer



COMMUNICATION ON PROGRESS

FHI 360 envisions a world in which all individuals and communities have the opportunity to reach their highest potential. We are working to improve the health and well-being of people around the world by using research and evidence to design and deliver innovative programs that change behaviors, increase access to services and improve lives.

All our work is grounded in our organizational values, including innovation to meet the evolving needs of our program participants, funders and partners; mutual respect for diversity and cultural differences; passion, driven by a personal commitment to make a positive difference; accountability for our work, measuring, reporting and continually improving all that we do; commitment to excellence assured by the highest ethical, quality, operational performance and scientific standards; and teamwork across disciplines and geographies, within the organization and with our partners. Together they spell **IMPACT** and illustrate how we work to create meaningful, positive change.

HUMAN RIGHTS



FHI 360's success is built on technical and programming excellence and on its well-established reputation as a company with high ethical standards that reflect its mission and values. Everyone at FHI 360 accepts responsibility to help maintain FHI 360's reputation by behaving ethically, honestly and with integrity at all times.

COMBATING TRAFFICKING IN PERSONS

FHI 360 is opposed to all forms of trafficking in persons (TIP) and is committed to protecting human rights and to mitigating the risk of TIP in connection with its operations and programs. It is our policy to comply fully with all relevant laws and regulations and to adopt a zero-tolerance policy towards engaging in trafficking in persons; procuring commercial sex acts or using forced labor, including deceiving individuals about the nature of the work or terms of employment; threatening violence, arrest or deportation for refusal to work; restricting freedom of movement through physical confinement or confiscation of identity or travel documents; prohibiting communications with family, friends or support agencies; and withholding wages for payment of alleged debts, such as recruiting fees and room and board.

PRINCIPLES

01 Businesses should support and respect the protection of internationally proclaimed human rights.

PROTECTING PROGRAM PARTICIPANTS FROM SEXUAL EXPLOITATION AND ABUSE

FHI 360 does not tolerate any form of sexual exploitation and abuse of any person, adult or child, who is served by our programs or whom our employees or related personnel encounter in the implementation of those programs, including research. We are committed to upholding the United Nations Secretary-General's Bulletin on Special Measures for Protection from Sexual Exploitation and Abuse (ST/SGB/2003/13) and the six Core Principles of the United Nations Inter-Agency Standing Committee on PSEA (2002). We take preventive measures, investigate sexual exploitation and abuse complaints, and take appropriate action to stop any sexual exploitation and abuse that may occur against any program participant, and do so in a manner that is sensitive to the special needs of children and adolescents.

02 Businesses should make sure that they are not complicit in human rights abuses.

Highlights of our work to develop ethical human rights programs

HUMAN RIGHTS AND MEDIA FREEDOM Kyrgyz Republic Cultivating Media Independence Initiative Activity

Despite the progress made in recent years, media outlets in the Kyrgyz Republic still face challenges in adopting the professional market approach needed to grow their audiences and independently sustain their operations while working with other media stakeholders to advocate for a more enabling legal environment. To respond to this need and strengthen the professionalism and independence of media in the Kyrgyz Republic, FHI 360 and Internews are implementing the Cultivating Media Independence Initiative Activity. The project goal is to ensure that citizens have greater access to diverse and balanced information, are less vulnerable to media bias and are empowered to make better informed civic decisions that reflect their communities' priorities to best serve the public interest.

HUMAN RIGHTS AND CIVIL SOCIETY Strengthening Civil Society Globally

Civil society organizations play a vital role in democratic societies, enabling citizens to solve their own problems, influence policy and hold leaders accountable. Under the Strengthening Civil Society Globally (SCS Global) cooperative agreement with the U.S. Agency for International Development, the project released three new tools focused on more effective youth programming and organizational self-reliance, augmenting a library of more than 50 tools that development practitioners are using to increase the capacity and technical effectiveness of civil society organizations and to enhance young people's media literacy skills. The tools include the Youth Programming Assessment Tool and Local Philanthropy and Self-Reliance. **SCS Global promotes self-reliance among more than 1,000 local civil society organizations and media partners across 82 countries.**

LABOR

FHI 360 complies with all applicable local labor laws where we operate. We respect employees' ability to organize and associate consistent with applicable laws. In the United States, FHI 360 is an at-will employer allowing staff to end the employment relationship at any time for any reason.

SAFEGUARDING OF CHILDREN

FHI 360 takes seriously its responsibility to protect the dignity, rights and well-being of all children involved in its programs and activities around the world. We are committed to providing a safe environment for children by holding all our personnel to high standards of conduct and implementing policies and procedures to prevent and respond to instances of child abuse, exploitation or neglect. We strictly prohibit all personnel from engaging in any form of child abuse and exploitation, emotional abuse or ill treatment, exploitation, neglect, physical abuse or sexual abuse of children served by our programs or whom our personnel encounter in the implementation of those programs, including research. FHI 360 personnel implementing projects must also take measures to reduce the risk of child abuse, exploitation or neglect, including limiting unsupervised interactions with children; prohibiting exposure to pornography; and complying with all applicable laws, regulations or customs regarding photographing or filming children.

PRINCIPLES

03 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

04 Businesses should uphold the elimination of all forms of forced and compulsory labor.

05 Businesses should uphold the effective abolition of child labor.

06 Businesses should uphold the elimination of discrimination in respect of employment and occupation.

PROTECTING PROGRAM PARTICIPANTS FROM SEXUAL EXPLOITATION AND ABUSE

FHI 360 does not discriminate or allow harassment of employees or applicants on the basis of race, color, religion, sex, sexual orientation, gender identity, national or ethnic origin, marital status, physical or mental disability, protected veteran status or any other characteristic protected by law with regard to any employment practices, including recruitment, advertising, job application procedures, hiring, upgrading, training, promotion, transfer, compensation, job assignments, benefits and/or other terms, conditions or privileges of employment, provided the individual is qualified, with or without reasonable accommodations, to perform the essential functions of the job.

Highlights of our work to implement responsible labor practices

GENDER EQUALITY AND SOCIAL INCLUSION

The FHI 360 GESI Framework 2.0 reflects a multiyear process to better assess our organizational GESI strengths and gaps, examine promising practices both internally and within the international development and humanitarian communities, and set a collective vision for our future. It began with an assessment of 35 projects that FHI 360 implements across Africa and continued with the input of the GESI Task Force, operating units and departments. In addition to the Framework 2.0, this collaboration generated a suite of GESI guidelines, tools and resources for use by FHI 360 staff, interns, consultants and partners to integrate the GESI standards.



PATHWAY TO SUCCESS

Pathway to Success is a Johnson & Johnson (J&J) initiative, managed by FHI 360, that builds college readiness and career opportunities for Bridge to Employment (BTE) students and alumni. BTE works with students 14 to 18 years old in disadvantaged communities to mentor them about health careers and educational opportunities beyond secondary school. FHI 360 designed the program model for Pathway to Success to support young people as they transition from high school to college, and later, from college to career.

ENVIRONMENT

FHI 360 is committed to developing sustainable solutions to environmental protection, community-based natural resource management, biodiversity conservation, agricultural production and energy conservation challenges, as well as the social, environmental and economic impacts of climate change.

We continually strive to improve our environmental performance and minimize the social impact of our activities by periodically reviewing and updating our environmental policies in light of emerging scientific evidence.

We seek to design our general operations and implement research and programs in ways that foster environmental protection, minimize waste generation, recycle materials, conserve resources and mitigate or reduce potential adverse impact on the environment.

We are also committed to adhering to all applicable laws and regulations intended to safeguard and protect the environment.

In cases where a significant impact on the environment is anticipated, we will conduct an initial **Environmental Examination or Environmental Assessment** to determine the reasonably foreseeable significant effects, both beneficial and adverse, of a proposed action on the environment. As part of the environmental review process across a number of projects, FHI 360 has developed environmental mitigation and monitoring plans, as well as climate risk management plans. During the implementation of programs, we will work to reduce our environmental footprint and conserve and protect the natural resource base by identifying and implementing actions that support efficient information technology usage, energy and water efficiency, paper and waste reduction, recycling and the use of environmentally friendly products.

PRINCIPLES

07 Businesses should support a precautionary approach to environmental challenges.

08 Businesses should undertake initiatives to promote greater environmental responsibility.

09 Businesses should encourage the development and diffusion of environmentally friendly technologies

Highlights of our commitment to the environment

Climate Change Adaptation and Environmentally Friendly Technologies

Climate change poses great risks to the well-being of communities by increasing the frequency and intensity of severe weather events, such as droughts, floods and landslides. FHI 360 is working in regions prone to prolonged and severe droughts to minimize the negative impact of climate change. The Climate Change Adaptation and ICT (CHAI) project uses mobile and wireless technology to strengthen the capacity of individuals, communities and institutions to adapt to the impacts of climate change. A partnership between FHI 360, Uganda Chartered HealthNet, the Uganda Ministry of Water and Environment, Makerere University and the International Development Research Centre (IDRC), CHAI developed a climate information system comprising a set of information and communications technology (ICT) tools for the collection, analysis and dissemination of adaptation information. Rigorous studies involving 640 households, focus group discussions, in-depth interviews and field observations showed that the project's timely delivery of localized climate information reduced crop loss and damage by 40 percent to 65 percent.

Cambodia Green Future Activity

The Cambodia Green Future Activity works to build citizens' and civil society organizations' knowledge and skills to use evidence-based communication that supports biodiversity conservation, forest protection and sustainable natural resources management. FHI 360 has partnered with ECODIT to increase knowledge and positive attitudes about Cambodia's unique and endangered biodiversity and the critical importance of its forest ecosystems and to increase citizen-led efforts to advocate for and protect the environment in target areas.



ANTI-CORRUPTION

FHI 360 is committed to conducting every business transaction with the highest regard for moral and ethical business practices and business integrity. All of our employees, officers, directors and agents must ensure that their personal and business conduct is in strict compliance with both the letter and the spirit of the laws and regulations that apply to FHI 360.

FHI 360's employees, officers, directors and agents will not make offers, payments, promises to pay or authorization of the payment of any money, offer, gift, promise to give or authorization of the giving of anything of value to any foreign official for purposes of influencing any act or decision of any government official.

Our relationships with all foreign governmental agencies and their officials and personnel in each foreign country in which business is conducted shall be in all respects such that public disclosure of the full details thereof will not impugn FHI 360's integrity or reputation.

FHI 360 maintains a Code of Ethics and Conduct that sets out the standards of ethical behavior and professional conduct expectations for all our personnel. It is intended to foster a culture of honesty, integrity and accountability by identifying potential ethical issues, encouraging vigilance and open communication, and providing tools to help our personnel carry out their work in accordance with the letter and spirit of FHI 360's values and policies, as well as applicable law. All our personnel receive annual training on, and sign an adherence to, the Code of Ethics and Conduct. Any FHI 360 personnel who observe, suspect or receive allegations of violations are required to report the conduct immediately.

FHI 360 also maintains an anonymous reporting hotline that is accessible worldwide. This hotline can be used to report any concerns at any time. The hotline is maintained by an independent third-party provider to ensure anonymity, when desired, for all users.

PRINCIPLES

10 Businesses should work against corruption in all its forms, including extortion and bribery.



Highlights of our efforts to combat corruption

CIVIL SOCIETY: MUTUAL ACCOUNTABILITY PROJECT (CS: MAP) — NEPAL

CS: MAP strengthens the enabling environment for civil society and media in Nepal, enhances the capacity of the country's civil society organizations to collaboratively and constructively engage in policy advocacy, and supports broad-based, cross-sectoral initiatives that monitor, report and demand greater effectiveness and accountability in governance and public service delivery.

SAFEGUARDING DEMOCRATIC SPACE (SADES-K) — KENYA

SADES-K supports Kenyan government and civil society organizations to strengthen Kenya's governance-reform agenda and secure democratic gains enshrined in the country's 2010 constitution. SADES-K promotes national dialogue and governance reform, builds social cohesion and safeguards democratic space through support to independent media and rule-of-law processes.

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