



# COMMUNICATION ON PROGRESS 2020

## Annual Submission to the United Nations Global Compact

28 February 2021

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## Section 1. Statement of Support



MannionDaniels is a global company offering consultancy and fund management services. Our mission is to work for a healthy, equitable, inclusive, safe and sustainable world. We focus on fragile and conflict-affected states, to ensure that our work reaches the world's poorest and most vulnerable people.

Since our foundation MannionDaniels has established strong relationships with governments, communities and organisations in developing countries to deliver systems and services to those who need them most. Our vision is to find creative solutions to complex issues in health, social justice and social development.

We are committed to practicing business as a force for social and environmental good and are dedicated to tackling the environmental and social issues facing the world. We believe the values of the UN Global Compact and the Sustainable Development Goals (SDGs) are integral to our mission. I would like to take this opportunity to publicly affirm our commitment and support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this current year of reporting, MannionDaniels has taken another significant step in embedding the principles of sustainable development into the fabric of the organisation. I am proud to announce that in 2020 MannionDaniels was awarded a B Corp certification. B Corporation (or B Corp) is a certification for ethical businesses who work not just for profit, but to benefit people and the planet. B Corp certification is fast becoming a trusted symbol for ethical businesses. Wherever you see the B Corp logo, you know that business has been thoroughly assessed, and proven to uphold the highest social and environmental standards.

Mannion Daniels Limited has undergone a rigorous assessment by the experts at B Corp, looking at every inch of our social and environmental impact. We underwent this assessment to make sure we are doing all we can to take an ethical and sustainable approach to business practices. The findings of this assessment provide a transparent view of our business and also show us where we can further improve our social and environmental impacts.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its Principles into our business strategy, culture and daily operations, as well as our plans for the future. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,



David Daniels, Managing  
Director  
Mannion Daniels Limited

## Section 2. Approach

At MannionDaniels, we believe in upholding the dignity of all people by working to achieve common goals of economic prosperity, environmental sustainability, social inclusion, and ethical business conduct. Since joining the UN Global Compact in 2017, we continue to have a culture that promotes these principles internally and through our work we are able to have a positive impact on society across the principles and in support of the SGDs. We have structured our Communication on Progress according to the UN Global Compact Principles. The Principles are:

### Human Rights Principles

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

### Labour Principles

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

### Environment Principles

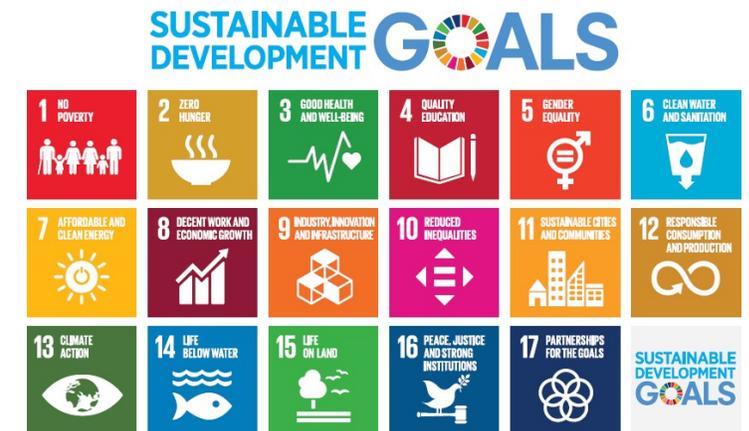
Principles 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: Undertake initiatives to promote greater environmental responsibility; and

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

### Anti-Corruption Principles

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



## Section 3. Human Rights Principles

We continue to have a progressive set of policies which are continually updated and improved to ensure human rights principles are fully embedded with our culture. This includes:

- **Business Code of Ethics:** MannionDaniels takes principles-based approach to business and has enshrined human rights in our work. Our Business Code of Ethics sets out the values, business culture, and practices that we expect of MannionDaniels employees and business partners (sub-contractors, suppliers, consultants, etc.) throughout our supply chain. In the conduct of business activities, we and our supply chain pledge to the following: commitment to high standards of ethical conduct and practice, professionalism through the supply chain, acceptance of accountability, promotion of fair and healthy competition, objectivity in decision- making, integrity of procurement and recruitment processes, protection of assets, information, privacy and confidentiality, and adherence to UK law and international governance.
- **Modern slavery and Human Trafficking:** We take a zero-tolerance approach to modern slavery and implement and enforce effective systems and controls to ensure modern slavery and human trafficking is not taking place anywhere in our own business or in any of our supply chains. Our Modern Slavery and Human Trafficking Policy unequivocally states that we do not condone use of forced labour and human trafficking and details measures, responsibilities and structures for identifying and mitigating risks of this in our business and supply chain. It also emphasizes that we will not knowingly engage with business partners and associates who violate these laws. Since the previous report we underwent a Modern Slavery Assessment which has generated further suggestions on steps we can take to strengthen our approach.
- **Whistleblowing:** MannionDaniels is committed to acting in accordance with the highest standards of business integrity and accountability. Our Whistleblowing policy outlines our commitment to upholding ethical values and practices and promotes a business culture that enables staff, business partners and others to feel comfortable raising concerns without fear of retribution. It allows for the reporting of concerns including, but not limited to human rights, corruption, fraud, human trafficking, slavery, health and safety, safeguarding and terrorism.
- **Safeguarding:** As a company, we adhere to an all-encompassing Safeguarding Policy which covers the rights of all individuals to be protected from harm. Within 2020 we have further improved our policy and procedure focusing on our approach to protecting people from harm throughout our supply chain. We have rolled out improved training for all staff and supported hundreds of organisations within our supply chain in improving their own approaches.

### Examples of our impact in 2020

Within our portfolio we have examples of impact in relation to the principles around Human Rights. Through the management of our AmplifyChange programmes we manage projects which support and implement human rights principles – for example, our sexual and reproductive health and rights (SRHR) work focuses on attainment of SRHR for all. We work with marginalised and vulnerable groups (such as persons living with disabilities and LGBTI+ groups)

## Measurement of Outcomes in relation to Human Rights

Achieved in 2020	Planned for 2020
<ul style="list-style-type: none"> <li>Implemented projects which support and implement human rights principles</li> </ul>	<ul style="list-style-type: none"> <li>Deeper dive into supply chain in relation to performance on Human Rights</li> </ul>
<ul style="list-style-type: none"> <li>Updated Safeguarding Policy and carried out training for all staff and supported hundreds of organisations to strengthen their approach to Safeguarding</li> </ul>	<ul style="list-style-type: none"> <li>Incorporate suggested improvements into our Modern Slavery approach</li> </ul>
<ul style="list-style-type: none"> <li>Certified B Corp</li> </ul>	<ul style="list-style-type: none"> <li>Implement opportunities for improvement as identified in the B Corp impact assessment</li> </ul>
<ul style="list-style-type: none"> <li>Underwent a Modern Slavery Assessment to identify areas for strengthening</li> </ul>	

## Section 4. Labour Principles

MannionDaniels continues to prioritise the achievement of the highest standards in relation to Labour Principles. Within the reporting period of 2020 we underwent a rigorous impact assessment as part of the B Corp certification process. Our approach to implementing decent, progressive labour standards was tested against international best practice standards and we were delighted to surpass the threshold set by B Corp for companies to become certified. Specific achievements in 2020 include the following:

- **Review Equality and Diversity within our organisation:** We remain committed to contributing to a world that encourages diversity and equal opportunities for all, and this year we have gone further to look closely at ourselves and encourage discussion with staff on this very topical subject. We have encouraged a staff-led discussion forum to explore issues around equality and diversity and promote a culture that looks to understand personal responsibility and promote ideas for increase awareness. We have also taken the opportunity to conduct a review of our equality and diversity policy and incorporate reporting on gender pay gap.
- **Improved benefits for staff:** Our Human Resources Team leads on integrating progressive policies and benefits in the workplace. In 2020 we carried out a review of the resources and benefits available to staff. This has led to enhanced maternity benefit being introduced for staff in 2020 and access to a greater set of resources to support wellbeing and mental health. This has been particularly important in relation to the restrictions on society in 2020 as a result of the Covid-19 pandemic.
- **Travel safety:** We consider the safety of staff whilst travelling an important aspect of our labour principles, to ensure no member of staff comes to any harm as a result of business travel. We have taken the opportunity with a reduction in global travel to introduce new and improved support systems for staff once travel resumes. This includes rolling out an online tracking and communication tool to ensure staff are fully apprised of issues occurring in the locations where they are travelling in real time.

### Examples of our impact through our work in 2020

Within our portfolio we have examples of impact in relation to improving Labour Principles. Through the management of our UK Aid programmes we manage projects which support Anti-Slavery such as **“Breaking the poverty cycle and assisting the emancipation of communities of slave-descent in Niger”**. The efforts of the three year project have focused on commitments by government or other NGO’s stakeholders to provide more support to slave descent populations, and at individual level to empower these populations to know of, and claim legal rights and benefits. Improving their livelihoods has been key to breaking the poverty cycle, with increased earnings amongst target communities achieved through microcredit schemes. Wider community interest and uptake has led to an overachievement of beneficiary reach, from original targets of 6,544 direct beneficiaries, to closer to 26,000 people reached.

## Measurement of Outcomes in relation to Labour Principles

Achieved in 2020	Planned for 2021
<ul style="list-style-type: none"> <li>Implemented projects which support Labour Principles</li> </ul>	<ul style="list-style-type: none"> <li>Introduce the decent work toolkit for Sustainable Procurement</li> </ul>
<ul style="list-style-type: none"> <li>Updated Safeguarding Policy and carried out training for all staff and supported hundreds of organisations to strengthen their approach to Safeguarding</li> </ul>	<ul style="list-style-type: none"> <li>Incorporate improvements identified in B Corp certification</li> </ul>
<ul style="list-style-type: none"> <li>Certified B Corp</li> </ul>	<ul style="list-style-type: none"> <li>Incorporate Modern Slavery assessment into the Value Chain</li> </ul>
<ul style="list-style-type: none"> <li>Underwent a Modern Slavery Assessment to identify areas for strengthening</li> </ul>	

## Section 5. Environment Principles

In 2020 MannionDaniels have made significant commitment and progress in relation to our environmental principles and ambition, which we see as one of the most important challenges facing the world. We have set out ambitious targets of the organisation to be Carbon neutral by 2020 and Carbon positive by 2021. Our progress in this area is as follows:

- **Policy commitment and Carbon Neutral.** In 2020 we set out ambitious policy goals which align to the global commitments on climate change to limit temperature rise by 2030. In support of this we have committed to being Carbon Neutral in 2020 and Carbon positive by 2021. By the end of 2020 we have fully mapped our carbon footprint and reduced our carbon output through several strategies. This combined with our carbon offset and environmental projects achieves our goal of being carbon neutral. To further solidify this position, we are in the process of reviewing certification bodies to confirm our carbon neutrality.
- **Ongoing ISO 14001 certification:** As a company, we are committed to protecting the environment, preventing pollution, complying with environmental legislation and other requirements relevant to our activities. Consideration and monitoring of these factors in alignment with the business activities help to form our Environmental Management System (EMS), providing a framework for setting environmental objectives. The EMS, its policies and procedures are reviewed annually to ensure continual improvement and enhance our environmental performance. Within our environmental management system, we have identified that emissions from international flights cause our most significant negative environmental impact but are unavoidable for fulfilling international projects. To offset our impact, we have created an in-house project investing in projects that reduce emissions - such as renewable energy. Our Green Office Action Plan targets one of our primary environmental aspects coming from office energy use and waste. It encompasses energy efficiency, waste prevention, recycling, and environmentally aware purchasing.
- **Mitigating the impact of our travel emissions:** In our work, a significant amount of overseas travel is unavoidable. Every year, we record our total CO2 emissions from staff flights and invest the total sum of these in sustainable energy projects, which are selected by our staff. We have selected renewable energy for our investments as it is an effective part of transitioning to a lower carbon economy, but the industry does not receive reliable or sufficient government support in the UK. Supporting renewable energy is an example of how businesses can take environmental initiative, accept responsibility and be agents of positive change.

### Examples of our impact through our work in 2020

Under our two FCDO funded civil society funds, all proposals are assessed for their approach to environmental sustainability and are scored accordingly. Project designs are adapted to ensure organisations consider all environmental risks and have suitable mitigations to prevent or adapt to the environmental challenges that they face. We are introducing further assessments of organisational-level commitments to addressing long-term approaches to either prevent or adapt to environmental challenges; to determine whether a positive organisational culture towards developing environmentally sustainable approaches exists and is evident in both policies and processes. We have also supported several organisations to develop innovative projects that are addressing environmental plastic waste challenges.

## Measurement of Outcomes

Achieved in 2020	Planned for 2021
<ul style="list-style-type: none"> <li>Achievement of Carbon Neutral position based on carbon mapping, carbon reduction and offset</li> </ul>	<ul style="list-style-type: none"> <li>Certification of Carbon Neutrality through an recognised standard.</li> </ul>
<ul style="list-style-type: none"> <li>Ongoing ISO 14001 certification including updated Environmental Policy and targets committing to carbon neutral and carbon positive</li> </ul>	<ul style="list-style-type: none"> <li>Set strategies for further carbon reduction</li> </ul>
<ul style="list-style-type: none"> <li>Trained leaders and key staff on Business sustainability in relation to environmental impacts and established environmental champions</li> </ul>	<ul style="list-style-type: none"> <li>Review and support supply chain to introduce environmental and sustainability policies and targets</li> </ul>
<ul style="list-style-type: none"> <li>Implemented an expanded Community level environmental project initiative in Kenya</li> </ul>	<ul style="list-style-type: none"> <li>Further environmental projects designed and implemented</li> </ul>

## Section 6. Anti-Corruption Principles

In 2020 MannionDaniels continues to demonstrate leadership, excellence and recognised best practise in anti-corruption. We are committed to the highest standards of ethical conduct and integrity in our business activities and are able to improve the standards of hundreds of organisations through the services delivered by our Public Financial Management and Fiduciary Risk practice. MannionDaniels works with state institutions to reform and strengthen public financial management (PFM) systems.

We follow a risk-based methodology, engaging with public sector bodies and donor partners to design reform programmes that improve accountability, reduce fiduciary risk and strengthen financial controls. We focus on promoting a stronger public sector that is more capable of delivering public services, and on ensuring that donors can engage confidently with the institutions of government in beneficiary countries.

A key activity in our work to reduce corruption and fraud is the due diligence and fiduciary risk assessments we carry out on our fund management grant making programmes. This has continued at pace in 2020. Our fiduciary risk specialists have delivered the financial management components of the AmplifyChange Fund, and the Foreign, Commonwealth & Development Office's (FCDO's) UK Aid Direct and UK Aid Match funds. Our team supports organisations to mitigate the risks of grant funding across organisations that range from grass roots charities to international non-governmental organisations (INGOs) and government ministries. Our methodology emphasises knowledge-sharing and capacity-building to strengthen the target institution and deliver change in a sustainable way. Over the past 4 years we have conducted more than 1000 due diligence assessments on organisations prior to grant giving. Our experience covers organisations across the world but is centred on projects to be carried out in Africa. The target organisations we have worked with include public sector entities, private institutions, and civil society organisations, from the smallest grassroots bodies to the largest international INGOs.

### Measurement of Outcomes

Achieved in 2020	Planned for 2021
<ul style="list-style-type: none"> <li>Delivered specialist fiduciary risk services to reduce corruption and fraud, including carrying out fraud investigations and reporting</li> </ul>	<ul style="list-style-type: none"> <li>Continued investment in anti-corruption training</li> </ul>
<ul style="list-style-type: none"> <li>Carried our fraud investigations and reporting on suspected fraud cases</li> </ul>	<ul style="list-style-type: none"> <li>Expansion of the portfolio of fiduciary risk services</li> </ul>
<ul style="list-style-type: none"> <li>Providing capacity building support to grantees and partners</li> </ul>	
<ul style="list-style-type: none"> <li>Rolled out anti-corruption training to all new staff</li> </ul>	

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