

AVI's Communication on Engagement

March 2021

A summary of AVI's engagement with the United Nations Global Compact (2018 - 2020)

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Statement of Support from AVI CEO, Melanie Gow

AVI is united in its vision for a peaceful, just and sustainable world where organisations and individuals have the skills, knowledge and resources necessary to achieve their social, economic and environmental development goals.

It is an honour to submit this report, AVI's Communication on Engagement for 2018-2020, renewing our commitment to the UN Global Compact and its Ten Principles.

In it, we will summarise AVI's past engagement with the UN Global Compact and demonstrate how we have upheld the ten principles over the past two years through our ethos, robust policies and our practical approach to international development and environmental sustainability.

A copy of AVI 2019-2020 Impact Report is also attached as an appendix to this Communication of Engagement.

We look forward to continuing to work as an active non-business member of the UN Global Compact to collectively strengthen our efforts to support positive, sustainable development outcomes around the world.

Yours sincerely,



Melanie Gow,
AVI CEO

1 - About AVI

AVI (formally known as Australian Volunteers International) is an Australian not-for-profit international development organisation. Since 1951, we have facilitated effective development outcomes leveraging a people-to-people, locally led development approach, working side by side with over 3,000 partner organisations, governments and community organisations in 89 developing countries.

AVI brings the right people together to share skills and knowledge, building locally-driven capacity where it's needed most – in people, organisations and systems. Because we support the development process, not drive it, we know the change is truly fit for purpose and sustainable.

Interpersonal relationships are central to our approach. This is why we invest in long term partnerships with a range of businesses, governments and non-profit organisations. These partnerships flourish into rewarding, cross-sector exchanges where learnings flow both ways, resulting in collaboration across cultures and a more informed and understanding Australian community

During 2018-2020, and continuing AVI's long-term commitment to skilled volunteering as a modality for effective and sustainable development, AVI managed the Australian Volunteers Program in consortium with Cardno and Whitelum Group on behalf of the Australian Government. This program, amongst others, is part of the Department of Foreign Affairs and Trade's (DFAT) people-to-people program portfolio, connecting Australians to Australia's aid program and the Indo-Pacific region.

Contributing to the United Nations Sustainable Development Goals (SDGs) is a major cornerstone of AVI's approach to development. In 2018-2020, we focused on forging relationships with organisations that drive sustainable outcomes for development initiatives, centred on SDG 17 - enabling partnerships that focus on achieving outcomes that could not be achieved alone. By deploying skilled Australian volunteers, students, corporate staff, mentors and advisers to build capacity in local partner organisations, we support many of the SDGs, because these assignments cover a broad cross section of development needs.

During 2018-19, AVI managed 1,068 International consultants, advisers, student and mentor volunteers who shared their skills, knowledge and experience in 28 countries in collaboration with 633 partner organisations in business, government and civil society. During 2019-20, AVI managed 853 deployees in 28 countries in collaboration with 611 partner organisations across those same sectors to support locally driven economic, social and environmental change.

Overall, 2018-20 was a period of strong delivery of all AVI programs as well as successful crisis management and adaptation in the face of unprecedented global challenges.

2 - AVI and the Global Compact Network

AVI became a member of the UN Global Compact on the fourth of December 2015, and joined the Global Compact Network Australia on the first of February 2017. Since then, we have strived to uphold its principles and stay connected by participating in activities, webinars and attending the Annual General Meeting.

AVI's former CEO, Paul Bird, attended the Global Compact Network Australia AGM in November 2020. He also attended the following webinars:

- 'Australian Modern Slavery Act' Webinar on 28 August, 2017
- 'Reporting on the SDGs' Webinar on 4 February, 2020
- 'Climate Change and Human Rights' Webinar on 16 July, 2020
- 'Sustainable Futures and Corporate Sector/Financial Institutions relating to SBTi' on 20 October, 2020
- 'Spotlight on Australian businesses' on 1 December, 2020

As a public sector organisation, AVI aims to promote mutual collaboration and progress towards achieving tangible outcomes across the UN Global Compact's 10 principles.

3 - AVI and the UN Global Compact's Ten Principles

AVI is committed to upholding and progressing the UN Global Compact's Ten Principles. In this report, we will summarise how AVI has worked to uphold and progress these principles between 2018 and 2020, through our ethos, robust policies and in practice, through our approach to international development.

3.1 Human Rights Principles

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

Respect for human rights lies at the very core of AVI's purpose. We believe everyone has their rights enshrined in the Universal Declaration of Human Rights, including the right to be safe, healthy, educated and treated equally. This is central to AVI's [Theory of Change](#).

AVI recognises that relationships based on mutual respect and trust, enshrined in the Universal Declaration of Human Rights are key to both identifying, assessing and responding to capacity development needs, particularly when working in complex development situations. We also know the most effective partnerships are built on shared values, which lie at the core of any successful collaboration.

Fundamental to our operation is respect for the dignity and basic human rights of people within Australia and throughout the world. Every person who represents AVI is expected to reflect these

values in their professional conduct, regardless of who they are dealing with, or where they are working. This is reflected in AVI's Code of Conduct as well as a number of AVI Policies and initiatives as described below.

The Australian Volunteers Program

The Australian Volunteers Program is implemented in ways that reflect Australia's membership on the Human Rights Council. As the managing contractor of the Australian Volunteers Program, AVI is committed to socially inclusive development practice. This includes a particular focus on child rights, protection and safeguarding, gender equality, disability inclusion, the prevention of sexual exploitation, abuse and harassment and the inclusion of Aboriginal and Torres Strait Islander People.

Child Protection Policy

[AVI's Child Protection Policy](#) applies to all AVI employees (Australian and overseas), volunteers, contractors, AVI board members, partners and all other associates of AVI for the duration of their employment or affiliation with AVI. In signing this policy, AVI expects all AVI employees and people engaged in our program and activities, including partner organisations, to abide by the Code of Conduct in their interactions with children. This policy was reviewed and updated in February 2021.

A core principle of AVI's Child Protection Policy is the recognition and support for children's rights, as enshrined in the United Nations Convention on the Rights of the Child (UNCRC). Together with a commitment to zero tolerance, child rights underpins AVI's approach to decision making about safeguarding and protecting children.

Gender Equality Policy

AVI recognises gender equality as an essential human right. Our [Gender Equality Policy](#) outlines AVI's gender equality intent and commitments, setting the standard and guiding implementation of our gender equality and equity priorities across both our organisation and our programs. Using a rights-based approach, our recognition of gender issues and inequitable gender outcomes enables us to develop affirmative policies and actions to support and promote the human rights of all.

Equal Opportunity and Diversity Statement

At AVI, we strive to create and maintain an inclusive workplace and culture, where diversity is recognised and respected at all times. As an equal opportunity employer this commitment extends to employment, hiring and advancement without discrimination, within our operations, as detailed in our [Equal Opportunity and Diversity Statement](#). AVI values diversity in people and aims for equity of opportunity for all employees. Our Equal Opportunity and Diversity statement outlines AVI's rights-based approach and belief that equal opportunity in the workplace plays a key part in protecting human rights.

Disability Inclusion policy

AVI has developed a [Disability Inclusion Policy](#) outlining our organisational commitment to the inclusion of people with disabilities and to uphold their rights and fundamental freedoms in accordance with domestic and international laws including the United Nations Convention on the Rights of Persons with Disabilities. The Policy seeks to ensure that people with disabilities are given equal access and opportunity to engage with and benefit from AVI's operations and programs, and that AVI activities respond appropriately and effectively to the expressed needs of people with disabilities.

Prevention of Sexual Exploitation, Abuse and Harassment (PSEAH) policy

AVI has a zero-tolerance approach to sexual abuse and harassment, as outlined in our [PSEAH Policy](#), applicable to all AVI employees, program participants and accompanying adult dependents. Fundamental to the operation of AVI is respect for the dignity and basic human rights of people within Australia and throughout the world. Every person who represents AVI is expected to reflect these values in their professional conduct, regardless of who they are dealing with or where they are working.

Inclusion of Aboriginal and Torres Strait Islander communities

In June 2020, AVI released its third [Reconciliation Action Plan \(RAP\) 2020-2022](#), endorsed by Reconciliation Australia. In this 'Innovate' RAP, we set out clear steps we will make as an organisation towards reconciliation, including how we will continue to work in partnership with Aboriginal and Torres Strait Islander peoples to reflect on and implement our RAP. AVI is committed to respectfully engaging with Australia's First Peoples - Aboriginal and Torres Strait Islander peoples and our RAP is a formal way of communicating this commitment to our staff, partners, stakeholders and the broader public.

Principle 2: Businesses should make sure that they are not complicit in human rights abuses.

AVI Personnel

Core to ensuring AVI's values are reflected in our practices is the rigorous appraisal and due diligence processes of our stakeholders. This includes employees, directors and contracted personnel, volunteers and program participants and partner organisations from diverse sectors across the globe.

Prior to employment, all staff are screened using competency and behaviorally based interview questions for their respective roles. This is followed by verbal reference checks, a criminal history/police check (international, federal and in local jurisdiction for locally engaged staff), and counter-terrorism checks along with other probity checks where required as outlined in AVI's

probity policy. Once employed with AVI, additional security checks are undertaken from time to time, for due diligence. Board directors are also thoroughly screened and undertake annual training in PSEAH and Child Safeguarding, demonstrating their commitment to upholding human rights.

All AVI staff undertake mandatory training in child protection, PSEAH, anti-fraud and corruption, and bullying and harassment. They are required to complete this training as part of their induction process as well as annually throughout their engagement with the organisation.

Australian Volunteers Program Participants

All participants in the Australian Volunteers Program must complete recruitment compliance checks prior to receiving a conditional offer. This includes an Australian Federal Police Check or if the candidate has lived in a country outside Australia for 12 consecutive months in the last 10 years, an International Police Check, as well as reference checks. They must also agree to the program's Volunteer Code of Conduct, Privacy and Disclosure Statements and AVI's Child Protection Policy.

Mental health assessments are conducted, facilitated by Response Psychological Services, and program participants are asked to complete a mental health assessment. Where necessary, a psychological telephone interview is carried out to gain a better understanding of the individual's suitability for assignment. Further education and training in child protection for program participants are provided by in-country staff through dedicated sessions during in-country orientation soon after they arrive.

Australian Volunteers Program Partner Organisations

The Australian Volunteers Program's Partner Organisation Due Diligence process, enables staff to discuss a partner organisation's current programs, approach, systems and identified needs. This includes assessing any risks associated with the Australian Volunteer Program and partner organisation partnership as well as proposed volunteer assignments. This ensures the program makes informed decisions about progressing a partnership. In relation to safeguarding, the process looks at requirements related to child protection, prevention of sexual exploitation, abuse and harassment and financing related questions of fraud, counter-terrorism and anti-bribery.

3.2 Labour Principles

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

AVI has an Enterprise Agreement (applicable to Australian based staff only) negotiated with the Australian Services Union and its members. The Agreement is inclusive of a wide range of employee benefits well in excess of the minimum requirements of the NES and Award, for

example, increased access to leave including staff cultural leave. The Agreement includes a Joint Consultative Committee (JCC) to provide a forum to discuss employment matters of interest or concern to AVI's employees, comprising members of the Executive, human resources team and a union representative.

AVI employs locally engaged staff in our overseas offices and complies with all relevant local labour laws in the countries in which we operate. In addition, AVI provides additional benefits that exceed the local labour provisions in regards to annual leave and parental leave. AVI also pays for staff medical insurance, provides EAP which is accessible to all staff and their immediate families and funds learning and development activities.

Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour.

AVI is developing a statement on our commitment to addressing modern forms of slavery, including across our procurement practices, to be endorsed by the Board in the coming months. This commitment is in line with the Australian Government's commitment to eradicate modern forms of slavery across businesses in Australia and any domestic and international procurement sources.

AVI also contributed content to the Global Orphanage Divestment Action Group resource for the travel and volunteering sectors and the ReThink Orphanages and ACFID Child Rights Community of Practice 'Joint Submission to Australian Border Force on the National Action Plan to Combat Modern Slavery 2020-24 Public Consultation Paper'.

AVI undertakes child protection risk assessments for all programs and activities that may have contact with children. These assessments are in place to identify risks, classify high risk activities and document steps being taken to reduce or remove these risks. Child Protection Risk Assessments are undertaken at program design and proposal stages, and during all reporting intervals.

The AVI Executive is responsible for managing and responding to any child protection incidents and risks and the Child Protection and Safeguards Advisor will provide support to the Executive through the processes of managing and responding to any such incidents and risks.

AVI requires all who fall under its Child Protection Policy to immediately report any concerns, suspicions, disclosures or allegations of child abuse and exploitation or policy breaches. This includes an obligation to report a partner organisation or agency that is suspected of being engaged in child labour or worst forms of child labour.

AVI's incident response process includes reporting suspicions to relevant agencies or authorities, when safe to do so and in line with existing laws and policies. Indeed, AVI has suspended partnerships with organisations where there have been suspicions of forced labour and where the organisation has not effectively responded to complaints.

AVI is a member of Re-think Orphanages (RO), a cross sectorial coalition working to shift support (including funding, volunteering and tourism) away from orphanages towards strengthening family and communities. We have contributed to submissions by RO to include orphanage tourism in the Australian Modern Slavery Act. AVI also carefully screens all partners to ensure that they are working in the best interests of children.

This includes not engaging with orphanages and other residential care centres, unless they have willingness to transition away from residential care. AVI also has a published [Position on Residential Care for Children](#) outlining the risks for children living in residential care, which includes child labour.

Finally, AVI engages global country office staff to act as first point of contact and support for staff, volunteers and partner organisations. This includes collaboration with AVI's Melbourne-based Child Protection Advisor to deliver partner workshops that include modules on forced and hazardous child labour.

Principle 5: Businesses should uphold the effective abolition of child labour

AVI encourages a culture of open discussion of issues regarding safeguarding and protecting children and the [AVI Child Protection Policy](#) guides our discussions and our decision making. We promote a rights-based approach to child protection and have expected standards of behaviour for all AVI board members, staff, and program participants. These measures empower our people to be alert to risks, abuse and exploitation of children and to seek guidance and support to respond appropriately.

AVI staff are part of the ACFID Child Rights Community of Practice and the Safeguarding Community of Practice. AVI is also part of a Child Safeguarding Learning Review being conducted by AVI and colleagues from two other Australian NGOs to identify the key enablers and barriers as identified by organisations in child safeguarding and how these inform organisational strategies for PSEAH practice.

AVI's Child Protection Policy sets out our obligations, standards and procedures to protect and safeguard children. Our obligations, which include rigorous background checking for all volunteers and staff, are underpinned by our commitment to the United Nations Convention on the Rights of the Child.

Our zero tolerance of child abuse and exploitation helps ensure our Board of Directors, staff, contractors and volunteers are safe for children. The AVI Child Protection Policy is reviewed and updated every two years and all AVI staff and volunteers are required to participate in face-to-face and online child protection training to prove they understand and will abide by the policy. The training includes specific modules on global risks and prevalence of child labour and exploitation, and rationale for adherence to the Code of Conduct. Specific scenarios invite participants to reflect

on risks associated certain situations such as giving money to children for services, including recognition of the risks of children to child trafficking and sexual abuse.

While working in Australia or overseas, AVI staff, program participants or associates may observe incidents where children are at risk, are harmed, or have suspicions or disclosures of child abuse and/or exploitation. This includes any situation or environment which is working in opposition to, or poses a threat to children's rights, breaches the AVI Child Protection Policy or Child Protection Code of Conduct or is observed to be abuse or exploitation of a child or a situation of potential risk of harm or child abuse.

In signing AVI's Child Protection Code of Conduct for Working or Contact with Children, the signatory agrees:

- not to hire children for domestic or other labour: which is inappropriate given their age or developmental stage; which interferes with their time available for education and recreational activities; or which places them at significant risk of injury;
- to comply with all relevant Australian and local legislation, including labour laws in relation to child labour; and
- to immediately report to AVI any concerns or allegations of child exploitation, abuse or breaches of the Child Protection Policy and Code of Conduct.

Launched in September 2019, the [Child Safe Volunteering Hub](#) (CSV Hub), funded by Department of Foreign Affairs and Trade (DFAT) and managed by AVI, is now operating in Myanmar and in the Pacific, in Fiji and Vanuatu. It aims to support existing work and leadership in child safeguarding and the promotion of responsible and child safe tourism and volunteering practices in these regions. The project has established strong partnerships across government, NGOs, community and faith-based organisations and the private sector to work collaboratively to safeguard children and young people. The CSV Hub website provides a central platform to share best practice in child safeguarding, resources, events and news.

The CSV Hub project has been working directly with the tourism sector (government and private sector) in Fiji and Vanuatu to implement child safe tourism policy and practices. This includes businesses assessing the impact tourism activities have on children and preventing activities that are harmful to children such as dancing for cruise ships, selling souvenirs on the streets and disrupting children at school. The CSV Hub requires all new partner organisations to complete a due diligence process that includes child safeguarding and World Bank List checks. Any partners engaging children in child labour or orphanage tourism would not be approved.

AVI was very pleased to launch the first round of a Small Grants Scheme in 2019-20 through the CSV Hub. With support from the Australian Government Department of Foreign Affairs and Trade, the CSV Hub awarded over \$85,000 in grants to 10 organisations in Fiji, Vanuatu, Solomon Islands and Myanmar to support organisational and community capacity building in child safeguarding,

child safe tourism and volunteering practices. All recipient organisation programs will have a significant, wide-reaching impacts on the safety and wellbeing of children and communities.

Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation

Disability Inclusion Policy

AVI's [Disability Inclusion Policy](#) outlines our organisational commitment to the inclusion of people with disabilities and to uphold their rights and fundamental freedoms in accordance with domestic and international laws including the United Nations Convention on the Rights of Persons with Disabilities. The Policy seeks to ensure people with disabilities are given equal access and opportunity to engage with and benefit from AVI's operations and its programs, and that AVI activities respond appropriately and effectively to the expressed needs of people with disabilities.

AVI's recruitment processes are accessible and provide equal opportunity to people with disabilities. We are committed to providing accessible grounds and buildings for staff with disabilities and making reasonable modifications to facilitate this. The highest priority renovations at our new headquarters at 160 Johnston Street were the installation of a lift between the ground and first floors as well as bathroom facilities for staff with mobility challenges.

Australian Volunteer Program Commitment

As laid out in its [Global Program Strategy 2018-22](#), the Australian Volunteers Program embraces Australians of diverse abilities, ages, cultures, gender identities and perspectives. The program actively works to broaden and diversify the range of organisations involved and the range of Australians able to undertake a volunteer assignment.

Greater flexibility in the length of a volunteer assignment has been introduced to enable a broader range of Australians to participate in the program. Remote assignments also provide greater flexibility and make international volunteering more accessible. We are also broadening the different types of organisations we work with, knowing that a broader range of assignments will appeal to a more diverse range of skilled Australians.

The program takes a strengths and rights-based approach to ensure it is inclusive and accessible to a broad range of skilled Australians and partner organisations. Through the program, we promote diversity and inclusion to increase the participation of Indigenous Australians, people living with disabilities, and Australians from different socio-economic, religious and cultural backgrounds and identities.

3.3 Environment Principles

Principle 7: Businesses should support a precautionary approach to environmental challenges

AVI has an [Environmental Sustainability Policy](#) to ensure we continuously improve AVI's environmental sustainability performance and mitigate high risks while making a commitment to our people, partners, funders and stakeholders.

AVI recognises it has a responsibility to the environmental sustainability of its operations and under the guidance and stewardship of its Environmental Sustainability Committee, the organisation regularly monitors its goals and commitments. AVI is also committed to encouraging our partners, stakeholders, suppliers and volunteers to reduce their environmental impact and find ways to improve practices.

Principle 8: undertake initiatives to promote greater environmental responsibility

AVI relocation to new office – 160 Johnston Street

In 2019, AVI relocated from its office at 88 Kerr Street, Fitzroy to a new building at 160 Johnston Street, Fitzroy in Melbourne. A major focus in the move was to instill within our office space, business processes and systems, materials and infrastructure that support environmental sustainability.

Our new office features recycled carpets made from old fishing nets, desks and cabinetry are made from Australian timber (sourced sustainably) and components that can be re-used or recycled, meaning little will end up in landfill. We upgraded our mechanical unit to service an energy efficient heating and cooling system and installed motion-detection lights that switch off automatically.

We have long since eradicated rubbish bins at individuals' desks to reduce the amount of waste created by staff as we know when people are responsible for their own waste, they generate less. All of our rubbish disposal units, including secure document destruction units, include clearly labelled recycling stations and instructions.

AVI has also taken measures to ensure staff can share documents online reducing the need to print, through the organisation-wide roll-out of SharePoint. All major reports and campaigns produced by AVI are now disseminated virtually with only a small amount printed for those unable to access email.

The new building also provides no onsite carparking but does provide bike racks and showers to support people to 'ride to work'. Carpooling and the use of public transport is also encouraged.

Carbon offsetting the Australian Volunteers Program

The Australia Volunteers Program has implemented a carbon offsetting approach to reduce the environmental impact of the program, consistent with DFAT's Environmental Safeguarding Policy. The program will offset air travel emissions on an annual basis through the purchase of carbon credits.

The program's operating model depends on flying people around the world. In 2018-19, Australian volunteers flew over 5 million miles for their assignments, emitting approximately 1,500 metric tons of CO₂. An additional 220 tons of CO₂ has been emitted due to program staff travel. While the program reduces carbon emissions by using economy flights, reducing travel where possible, implementing Remote Volunteering, and reviewing delivery of briefings, significant travel will always be a feature of the program.

The program received advice from Australian Pacific Climate Partnership (APCP) regarding its approach to carbon offsetting. APCP recommended several criteria to consider in deciding the most appropriate mechanism for offsetting and retailers through which the program could purchase carbon credits. In 2020, the program purchased carbon credits to offset emissions for the period January 2018 to June 2019. These carbon credits supported a forest conservation project in Indonesia and a reforestation project in Laos.

AVI hosts IVCO2020

In October 2020, AVI hosted the first virtual annual conference of International Volunteer Cooperation Organisations ([IVCO2020](#)), bringing together a global network of organisations involved in international volunteering for development through policy engagement, mutual learning and by sharing innovative and good practices.

Climate change is the greatest threat to our planet and people, yet only three per cent of global international volunteering placements support environmental sustainability. AVI entered a bid to host the 2020 conference to raise awareness and discuss the importance of stepping up and working together - to increase the quality and quantity of volunteering for climate action to contribute to SDG13.

AVI was selected to host the IVCO conference for 2020 from 26-28 October 2020 in the Pacific under the theme Volunteering for Climate Action with the following sub-themes:

1. **Advocacy, Policy and Systems:** How volunteering can help climate change advocacy initiatives to influence policies and systems;
2. **Capacity Building:** How volunteering can help strengthen capacity in organisations and systems responding to climate change; and

3. **Awareness, Adaptation and Resilience:** How volunteering can raise awareness in partner organisations, helping them adapt and build resilience to the effects of climate change.

This overarching theme presented the opportunity for Forum members and the wider volunteering for development sector to explore what we mean by volunteering for climate action, to recognise and share good practice from our organisations and agree on ways forward, as organisations and as a sector, to improve the quality and impact of our work.

A total of 19 sessions were scheduled during 26-28 October 2020 in addition to IVCO meetings - the Intergovernmental Meeting, Forum AGM and the Research, Practice, Policy and Learning Group (RPPL) Meeting.

The conference featured over 38 speakers from 17 countries (not including workshops) and key messages from VIPs included The Hon. J Bainimarama Prime Minister of the Republic of Fiji, His Excellency High Commissioner Mr. John Feakes, The Hon. A. Hawke MP and Jamie Isbister, Ambassador for The Environment.

A full copy of the IVCO2020 program can be found on the [conference website](#). The conference, which was carbon neutral, was attended by 260 delegates, excluding conference staff. Of these registrations, 32 delegates received sponsored places through AVI or Forum. Additionally, 16 volunteers and 18 booth representatives were in attendance. In total, 40 Countries across 17 time zones were represented across the delegates with the majority of attendees from Asia-Pacific, Canada and the US.

Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.

Embracing new technologies to reduce staff travel

During COVID-19, all Melbourne office staff and most international staff in the 22 country offices from which we operate, were required to work from home. This saw AVI, along with organisations world-wide, adopt new and innovative ways of connecting remotely. From this, we have taken great learnings of ways we can collaborate via virtual platforms to maintain business objectives, lessening our need for travel. All meeting rooms at AVI HO have been fitted with AV equipment that enables staff to connect online, reducing unnecessary travel locally and internationally to attend meetings.

Responsible procurement and disposal of ICT equipment

AVI's main ICT supplier is Dell, chosen for their progressive commitment to minimising their negative environmental impact and mitigating risks. Dell has developed an environmental risk assessment tool to help proactively manage high environmental impact processes with their suppliers. This assessment incorporates factors including location, municipal planning, and the

environmental pollution prevention systems in place to identify risks. With this information, Dell can address concerns, develop corrective action plans, and work toward a smaller environmental footprint in their supply chain.

AVI recently purchased monitors for staff at our new office. These monitors (Dell 27 Monitor: E2720HS) are TCO Certified Displays 8, ENERGY STAR Qualified. This means they are compliant with the latest Energy Star standards and they meet stringent energy efficiency requirements while in sleep, on and off modes. The monitors also save energy with a power nap feature that dims or puts the monitor to sleep when not in use. Staff are also encouraged to switch off power to all devices at the end of each day.

All ICT equipment no longer needed by AVI in its head office is recycled, ensuring it does not end up in landfill. In the past, we have done this through two providers, A Tech Recyclers and WeeeCycle, both of which collect, repurpose recycle or recycle goods in the most environmentally friendly way possible.

3.4 Anti-Corruption Principle

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

AVI Conflict of Interest Policy

AVI's position on conflict of interest, includes the requirement that conflicts of interest are avoided wherever possible, or identified, declared and actively managed. Our [Conflict of Interest Policy](#) applies to all AVI workers (defined as: workers, consultants, contractors, office volunteers, interns, the AVI Board, or anyone engaged to undertake work for the organisation).

In 2019, AVI finalised its Fraud and Corruption Control Policy to formalise our commitment to establishing and maintaining a culture within the organisation that will ensure effective Fraud and Corruption prevention is an integral part of our day-to-day operations. The purpose of this policy (currently under review) is to articulate AVI's approach to the control and detection of fraudulent activity and establish an explicit framework for the management of any such instances.

AVI's Finance, Audit and Risk Management (FARM) Committee oversees governance of AVI's financial management, internal audit, fraud control and risk management. Finally, AVI requires all staff to complete a Fraud Awareness training and to complete an online test each year to ensure they are aware of what constitutes fraud and corruption in all forms including extortion and bribery.

Australian Volunteers Program Due Diligence – Procurement

The Australian Volunteers Program's procurement procedures are compliant with the Australian Government's procurement rules. This includes checks for conflict of interest. We also conduct due diligence checks of individual and entities against sanctions lists relating to anti-terrorism, bribery and corruption.

Closing notes:

AVI is pleased to reaffirm its continued support for the principles of the United Nations Global Compact as we continue to strive towards the sustained well-being of developing communities around the world.

We are deeply committed to upholding the highest ethical standards and delivering best practice in international development. As demonstrated in this report, we also have a series of robust policies and practices in place, coupled with our Theory of Change to ensure AVI employees and those we partner with understand and abide by these standards, which guide every aspect of our work.