

COMMUNICATION ON PROGRESS (COP): GLOBAL PARTNERS GOVERNANCE

Period covered by Communication on Progress (COP) From: May 2020 To: May 2021

1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER (OWNER OR PRESIDENT IN THE CASE OF SMALL BUSINESSES)

7 May 2021

To our stakeholders:

I am pleased to confirm Global Partners Governance reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

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. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Emily Death
Executive Director

2. DESCRIPTION OF ACTIONS

Human Rights

GPG continues to place the highest priority on welfare of our staff and personnel. In 2020-21, the Coronavirus pandemic meant that all staff in affected regions were asked to work at home. Suitable equipment was provided as needed. Line managers conducted regular welfare checks and social activities were arranged to foster staff wellbeing. A staff survey is planned, ahead of changes to regulation in the UK that will allow office working, to identify any ongoing needs.

Arrangements are made for personnel working overseas to have access to secure accommodation and working facilities, underpinned by insurance and contingency arrangements to ensure continuity of provision.

Workplace harassment is clearly unacceptable at GPG and we have put in place robust policies to which all personnel must adhere. Our safeguarding policy is in line with FCDO guidance and is overseen via a reporting mechanism which includes oversight at Board level.

GPG's project work includes projects addressing human rights in countries around the world. This included work on anti-trafficking in Sudan, support for gender equality in Lebanon, and support for a Human Rights oversight Committee in Uzbekistan, contributing to SDGs 5, 10 and 16.

Labour

GPG has a clear focus on incorporating ethical principles in all our employment practices, both in our London office and overseas. GPG believes in fair pay and is an accredited Living Wage employer – we pay at or above the London Living Wage for all positions, including internships.

The rights of our employees to a safe and non-discriminatory workplace are protected through our Equality and Diversity and Health and Safety policies. GPG's recruitment policies also cover equality and diversity issues. GPG is reviewing its HR policies this year with the advice of a law firm specialising in Human Resources to ensure they reflect current best practice.

Following training last year, all staff continue to receive twice yearly performance assessments and training needs are identified and acted upon to support staff in developing their careers.

Environment

GPG is committed to limiting the environmental impact of our work. Our staff at every level play their part in reducing the resources we consume to help mitigate climate change and reduce waste. Our Environmental and Sustainability Policy sets objectives and targets in order to improve our environmental performance. We are committed to managing these aspects in order to:

- Reduce our carbon footprint
- Meet our social responsibilities
- Meet legislation
- Prevent pollution
- Use resources effectively
- Continuously improve environmental and sustainability performance

Our travel has been limited by the Coronavirus pandemic this year. We will review our post pandemic work with a view to maximising environmental sustainability while continuing to deliver our work, using what we have learned about remote and virtual delivery to inform our mixed delivery model. In our project work, GPG continued to support the Health and Environment Committee in the Parliament of Iraq to conduct oversight of water pollution issues with the aim of recommending improved policy and legislation, contributing to SDGs 3, 6, 14 and 16.

Anti-Corruption

It is the policy of GPG to conduct business in an honest and ethical manner. A zero-tolerance approach is applied to bribery and corruption at every level in the business. GPG's Ethical & Anti-bribery policy applies to all individuals working at all levels and grades, including senior managers, Directors, employees (whether permanent, fixed-term or temporary), consultants, contractors, trainees, seconded staff, interns or any other person associated with GPG, whether located in the UK or overseas.

GPG's conflict of interests policy sets out the responsibility of all personnel to recognise situations in which a conflict of interest might arise, or there might reasonably be seen by others to be a conflict, to disclose that conflict to the appropriate person and to take further steps under the procedure described. It also includes guidance on recognising potential conflicts. GPG's recruitment policy reflects these provisions, gives illustrative examples of conflicts which may or may not be manageable, and highlights steps that should be taken.

We have zero tolerance for tax evasion, corruption, bribery and fraud in partnership agreements.

In our project work, GPG continued its work to support the Kuwaiti Anti-Corruption authority in developing codes of ethics for public servants, and on a proposed Code of Conduct for Members of Parliament, and also provided support on proposed Codes of Conduct for Members of Parliament to the Parliament of Armenia, contributing to SDG 16.

3. MEASUREMENT OF OUTCOMES

Internally, GPG assesses outcomes by means of internal surveys, which are anonymous and encourage honest feedback. Following initial pilot surveys in 2018-19, we continue to adjust and implement our internal staff engagement survey and knowledge management survey annually, enabling us to track progress against last year's baseline. GPG reviews learning and development, staff engagement and participation regularly and reports to its Board on progress.

GPG's project work is measured regularly (at least quarterly) by means of reports to funders.