



NON AIUTATECI PER CARITÀ

16th July 2021

Amref Health Africa Onlus Communication on Engagement – UN Global Compact

To our stakeholders

I am pleased to confirm Amref Health Africa Onlus' continued support of and commitment to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour and Anti-Corruption and Environment.

In this Communication on Engagement, we outline the activities Amref Health Africa Italy has taken to support and engage with the UNGC principles in the period 19th July 2018 – 31st December 2020.

Our latest organisational Annual Report and Accounts are also available to download through our website.

We are pleased to reaffirm our ongoing commitment to the UN Global Compact to 2021 and beyond.

Sincerely,

Guglielmo Micucci
Executive Director
Amref Health Africa Onlus

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Amref Health Africa Onlus

Amref Health Africa Onlus is the Italian component of Africa's largest non-profit health organization founded in Africa in 1957. We do believe that needs and rights are globally interdependent, that is why we promote the right to health as a universal right. We think systematic health-related differences, which might be prevented, between different social groups within the same country, or between different countries, are simply unfair. This is the reason why we support projects on the field in Africa for health promotion and development, fighting against the mechanisms generating "ill health", while promoting health equity in Italy, by considering that the ill health affects systematically more the social groups who are on the bottom rungs of society's ladder. Communities and territories are the heart of our job, as we do believe that the strength to achieve a lasting and sustainable improvement in health lies right inside them.

In Africa we work side-by-side with communities and local institutions, in order to create competencies, skills, opportunities and means, according to the strategies developed by Amref Health Africa's Country Offices. Encouraging and accelerating changes in health inside African communities means enhancing and respecting the same communities, because they are not only beneficiaries of the aid, but have the main role in the process of change. Decision is up to them, while Amref catalyzes energies, which do exist but are often hidden; finds innovative solutions; with the aim of sharing our experience and spreading the best practices. In Italy we want to promote the right to health through dialogue and planning with both territories and institutions, by working, such as in Africa, on the strengthening of the public health systems, which should be inclusive, interdependent and equity-oriented, together with the activation of the territories for health promotion and control over the socio-economic causes of diseases.

For over 60 years it has been providing health aid to the inhabitants of the most remote areas of the continent thanks to the "Flying Doctors", always ready to fly to sub-Saharan Africa on board small planes fitted out as ambulances, managing to reach more than 10 million people every year also through the collaboration of community operators with expertise in hygienic-sanitary issues, the outreach of specialist doctors in the most remote areas of the continent, and thanks to the activities carried out in the health facilities managed in the countries, with the work of trained health personnel and the support of new technologies, with which it spreads fundamental messages for the protection of health.

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Human Rights

As we are an organisation with a purpose of supporting the most potentially vulnerable people in Italy and Africa, to avoid any human rights abuses and safeguarding breaches, accordingly to the policies of the international family, we set up a Code of Conduct (see details in the next chapter) that defines the ethical and social rights, duties and responsibilities of each participant in the organization's life (statutory bodies, operators, partners, consultants, suppliers) and establishes the specific rules of conduct for anyone operating in the name and/or on behalf of the organization, in order to provide transparency to the different stakeholders (donors, supporters, communities, partner and beneficiary institutions, etc.).

Amref has always been committed to protecting the health of Africa, convinced that global health depends on the health of the African continent. Real global health depends on the well-being of every country, people and community that inhabits the Earth. Although we did not need such a dramatic confirmation, 2020 proved us right as never before.

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Labour and Anti-Corruption

RISK CONTAINMENT POLICY

With a view to enhancing the dialogue and transparency underlying relations with its stakeholders, Amref has adopted an Organisation, Management and Control Model, drawn up pursuant to Legislative Decree no. 231/2001, the latest version of which was approved by the Governing Board (now the Board of Directors) on 15 April 2019, with the aim of ensuring that all the activities of the entity are carried out in compliance with the highest levels of honesty and ethics.

This is in order to prevent the commission of the offences referred to in Legislative Decree no. 231/2001, according to which it is the administrative responsibility of the entity, substantially similar to the criminal one, should crimes be committed to its advantage or interests.

As mentioned, a "Code of Conduct" has also been adopted which represents a policy to be applied at all times and is valid for staff, members of the Governing Board (now the Board of Directors) and other corporate offices.

With the aim of creating a global organisational culture, people who agree to work for or with Amref pledge to comply with the policies and procedures set out in the Code and maintaining the highest standards of personal and professional conduct, in order to ensure that the probity and reputation of the entity are not jeopardised by their actions.

Link to the section of the website where the Code of Conduct and the organisation model pursuant to Legislative Decree no. 231/2001 are published:

<https://www.amref.it/chi-siamo/trasparenza/>

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CODE OF CONDUCT

The “Code of Conduct” adopted by Amref formalises the ethical principles and values underlying its work, inspired in turn by the principles of the international conventions and codes which the entity adheres to:

Guiding principles

Equal opportunities and non-discrimination

Equal rights

Efficiency and effectiveness

Impartiality

Fairness and loyalty

Sustainability of the activities

Legality

Solidarity

Innovation

Interculturalism

Transparency

Participation

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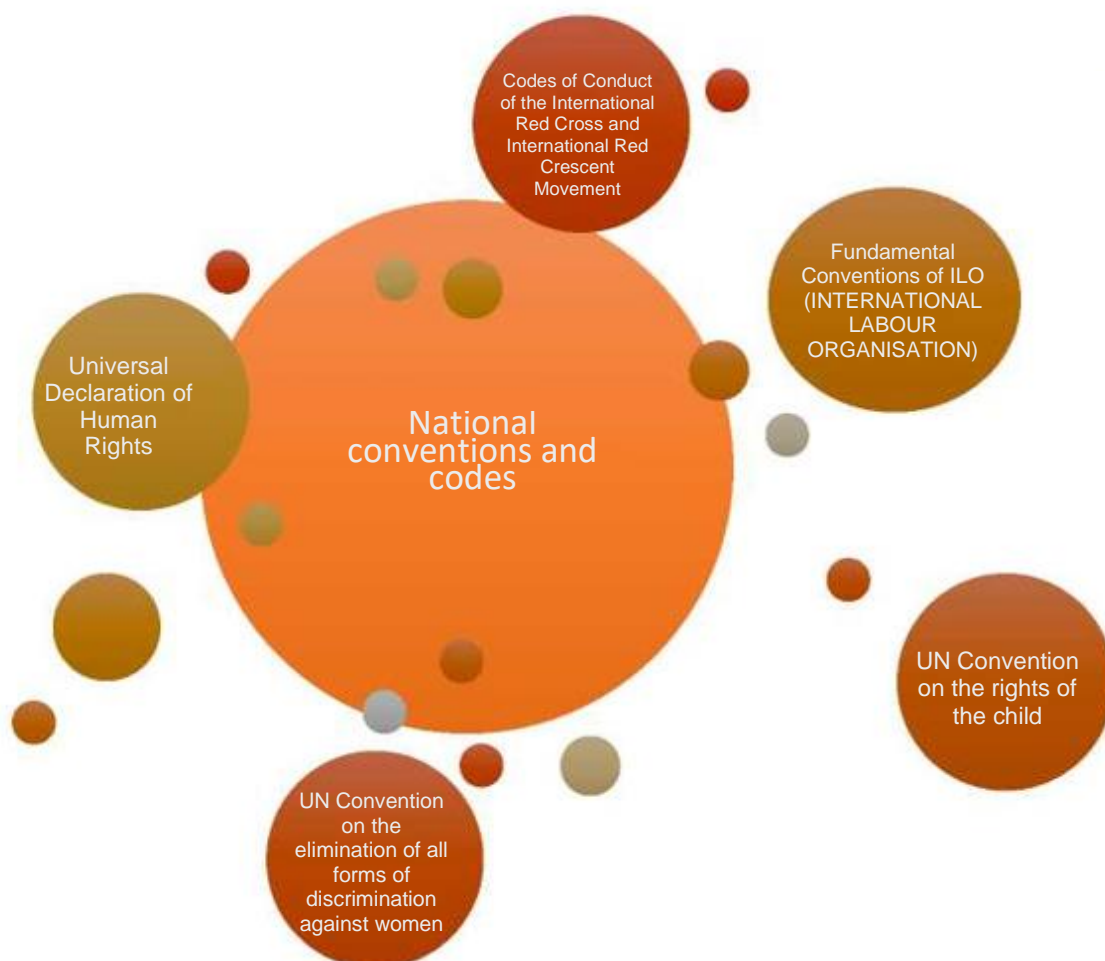
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IDENTIFICATION AND MONITORING OF RISKS

Amref monitors and manages potentially at-risk processes in order to prevent any unlawful conduct and to sanction, repress and counter possible violations of the organisation's rules and principles. The following table summarises the main potential risks of a non-financial nature and the main controls.

Type of risk	Main control measures	Material Issue
Health and safety risks at work (risks of accidents or injuries at the workplace, situations that impair the physical and mental performance of workers)	<ul style="list-style-type: none"> Periodic monitoring of the health conditions and safety risks with data collection in the Risk Assessment document pursuant to Legislative Decree no. 81/2008 as amended. Appointment of RSPP (Safety Officer) in the person of Marco Romagnoli Specific insurance in the event of missions abroad Human Resources Manual COVID-19 Safety Protocol 	Physical and emotional well-being of head office, expatriate and volunteer staff before, during and at the end of the collaboration.
Risks related to personnel management, diversity and dialogue with the social partners	<ul style="list-style-type: none"> Code of Ethics and Conduct Grievance procedures Human Resources Manual Safeguarding procedures 	Equal opportunities and respect for human rights
Administrative, accounting, financial and operational risks	<ul style="list-style-type: none"> Accounting and financial reporting systems Reporting of loans Supervisory Board and Audit 	Transparency and accuracy in data collection
Financial risks related of corruption, organised crime and transnational crime	<ul style="list-style-type: none"> Preliminary and diligent verification of information about counterparties Prohibition to carry out operations that could potentially favour illicit or criminal activities Organisation, Management and Control Model pursuant to Legislative Decree no. 231/01 Supervisory Body 	<ul style="list-style-type: none"> Guarantee and prevention regarding the commission of crimes Relations with donors Relations with partners Relations with the public administration Relations with coordination networks and Amref networks

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IT risks and processing of sensitive data	<ul style="list-style-type: none"> • IT applications • Organisation, Management and Control Model pursuant to Legislative Decree no. 231/01 • Appropriate measures to ensure confidentiality and data security • Appointment of a Personal Data Protection Officer 	<ul style="list-style-type: none"> • Data integrity and efficiency of IT systems • Protection of privacy
Reputational risks	<ul style="list-style-type: none"> • Clear and effective communication • Code of Conduct 	Image protection

Physical and emotional well-being of head office, expatriate and volunteer staff

Through the adoption of a Risks Assessment Document as of Legislative Decree no. 81/2008, a global and documented assessment is made of all the risks for the health and safety of workers present in the organisation.

For missions abroad, analyses are also carried out taking into consideration the potential risks specific to each country in which the institution operates. Details about the prevention and protection measures deemed appropriate are contained in the Human Resources Manual, as well as in the Assessment Document (Rev. 4 of 28.09.2018), to which reference is made for a global overview of risks, safeguards and material issues.

Further measures to contain risks to workers' health have been taken by Amref in consideration of the spread of Covid-19, as can be verified by the Addendum to the Risk Assessment Document, to which reference is made.

Equal opportunities and respect for human rights

Starting from the recruitment and selection phases of employees, collaborators and volunteers, Amref operates in compliance with the principles of impartiality and transparency, in accordance with current labour regulations, in line with the policies of the organisation and in compliance with equal opportunities in the workplace. The same principles apply for the assignment of occasional and project-based self-employment assignments, as well as in the choice of volunteers and interns.

For further details, please refer to the Human Resources Manual adopted by Amref.

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Guarantee and prevention of the commission of crimes

As indicated in the Code of Conduct, to which reference is made, in order to avoid potentially risky phenomena in terms of money laundering, financing of terrorism and mafia operations, Amref observes the prohibition to conclude economic-financial transactions whose resources could potentially come from criminal situations, or carry out operations that could hinder the identification of their criminal origin.

Amref also counters any form of illicit funding through thorough assessment of the reliability and good reputation of potential donors (companies, "high value" individuals), e.g. by querying databases, and mechanisms for identifying any "suspicious" donations, etc.

No incidents of corruption were detected in 2020.

For more details, please refer to the special section of the model as of Legislative Decree no. 231/2001.

Transparency and accuracy in data collection

With the aim of providing a true and fair representation of the results of operations, as well as to identify, prevent and manage, as far as possible, financial and operational risks or fraud, Amref manages accounting, administrative and financial data through detection systems implemented in accordance with the procedures set out in the organisation, management and control model.

In compliance with the provisions of Legislative Decree no. 117/2017 (Third Sector Code), Amref has also appointed a Supervisory Body to monitor and supervise the administrative, organisational and accounting structure, as well as an external auditing firm responsible for the Statutory Audit of Accounts.

Image protection

In order to avoid any reputational risk, Amref recognises the primary role of clear, effective, truthful and transparent communication in external relations, which must be consistent and accurate and in accordance with the mission, vision and programs of the entity and the Family, as well as protecting, in compliance with the laws, the image and reputation of Amref. The Code of Ethics illustrates the main control points used to evaluate the reputational risk, providing specific prohibitions on granting money, gifts or benefits that can be interpreted as exceeding normal commercial or courtesy practices, or in any case aimed at receiving illegitimate preferential treatment.

Data integrity and effectiveness of information systems

Amref makes use of specific IT applications, for greater efficiency, in the collection of useful information, to facilitate any necessary control of congruity and legitimacy, as well as to allow review and optimization of internal processes and protocols and related control systems. For details, please refer to the organisation, management and control model as of Legislative Decree no. 231/2001.

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THE CONTROL SYSTEM

To monitor compliance with the above principles, the Supervisory Body was set up, as described in more detail in the section dedicated to Governance.

The Supervisory Body, which acts as custodian of the Code of Ethics and Conduct, assesses the adequacy of the organisation and management model adopted by Amref and supervises its observance and dissemination, in order to prevent the crimes provided for by Legislative Decree no. 231/2001 as amended.

To guarantee the principle of impartiality, the Supervisory Body is hierarchically positioned at the top of the organisation, reporting and answering directly and exclusively to the Board of Directors, which defines its regulation.

The Supervisory Body collaborates with the Supervisory Board present in the Foundation and appointed pursuant to art. 30 of Legislative Decree no. 117/2017 (Third Sector Code); both are formed of professionals from outside the Foundation, in such a way as to guarantee their independence and autonomy in the performance of their duties.

In order to report any risky behaviour or violations of rules, as well as any grievances, everyone can contact the Supervisory Body by writing an email or through the specific section of Amref's website.

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Environment

ENVIRONMENTAL SUSTAINABILITY

The organisation has started a process to define indicators that can measure the impact of Amref's activities on the environment.

No penalties or disputes exist as a result of non-compliance with environmental regulations.

ONE HEALTH APPROACH

In Africa, our work mainly focuses on the vulnerable communities of East Africa, especially in Ethiopia, Kenya, Uganda and South Sudan, where we propose a sustainable model of action, that promotes a participatory approach to health. Our projects aim at strengthening the national health systems, to ensure the provision of essential services and, at the same time, at engaging the local communities in awareness and empowerment processes, that make them primary guardians of their own health. We act at local level, to contribute to global health.

In line with these principles, we have embraced the One Health concept as ideal approach to achieve global health and sustainable development. Recognizing that human health is intrinsically linked to the one of the animals and the environment, the One Health approach encourages the collaboration and communication across multiple disciplines in order to achieve the best possible state of health for everyone: humans, animals and ecosystems.

This appears even more relevant if we consider that the large majority of emerging infectious diseases is of animal origin, as in the case of Avian Influenza, SARS, Ebola, and lately COVID-19. Increased contact with domestic and wild animals or with "infected" environments; climate change; globalization of people, animals, vectors and foods; human interventions of deforestation, construction, abandonment of mountain areas; excess of human and animal density on increasingly limited territories, are all elements that are profoundly altering the health of the environment, animals and people, and that underline the importance of the One Health approach to attain and promote the health for all.

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No scientific discipline has enough knowledge and resources to tackle, individually and separately, the emerging health issues.

The One Health approach supports the systemic integration of disciplines and stakeholders as working methodology, promoting the observation and analysis of health in the complexity of its determinants, and the co-creation of innovative, effective, and sustainable strategies to guarantee it.

Practical actions in support of the Global Compact

During the period covered by the COE, Amref Health Africa Onlus has actively participated to the annual forums organized by the Local Network Italy:

- in 2018 in Trieste “Innovation for the Agenda 2030”. In that forum Amref Health Africa Onlus had a speech on a innovative partnership with an Italian company B-Corp with the aim to protect newborn under 5 years in developing countries (<https://www.kokono.life/en/>).
- in 2019 in Matera “From global to local: new business models to support SDGs” and
- in 2020 in Rome “Transition to the Agenda 2030” (this one in digital streaming because of the pandemic).

We are also engaged with Global Compact Local Networks participating in local events, workshops and roundtables organized during the year.

Furthermore, we proposed partnership projects on corporate sustainability to different companies members of the Local Network in Italy with the aim to support our projects particularly in the field of human rights, health equality, access to clean water and women empowerment. Bu also to give to the companies the opportunity to communicate their commitment to the large public and to involve and sensitize suppliers, clients and employees.

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