

29 July 2021

To our stakeholders:

**UN Global Compact - Communication on Progress**

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

In this Communication on Progress with the United Nations Global Compact, we outline the activities undertaken by Frontline AIDS in support of the UNGC Principles in 2019 and 2020.

Our latest Report and Accounts provides more detail on the work and activities of Frontline AIDS and is available to download [through our website](#).

Yours faithfully,



**Christine Stegling**  
Executive Director

## **Human Rights: UNGC Principles 1 and 2**

The promotion of human rights is one of the five objects set out in our memorandum and articles for which Frontline AIDS is established.

The arrival of coronavirus at the beginning of 2020, and the consequent lockdowns around the globe and restrictions on movement, resulted in many HIV prevention services disappearing almost overnight. In many parts of the world, we saw an enormous increase in human rights violations against marginalised populations and against women at home, often by agents of the state. We responded to the challenges of COVID-19 with a three-pronged approach: sustaining the HIV response; adapting our programming to tackle both HIV and COVID-19; and protecting the human rights of marginalised people during the epidemic. In particular, we adapted our Rapid Response Fund, originally set up to provide emergency grants to lesbian, gay, bisexual and transgender (LGBT) people facing human rights abuses, extending its remit to include sex workers, people who use drugs and people living with HIV.

Action 4 in our Global Plan of Action 2020-2025 (the strategy for our global partnership) commits us to convene community networks to document and respond to human rights violations to hold governments and the private sector to account. With the onset of COVID-19, Action 4 emerged as critically important in relation to the emerging primary and secondary impacts of the new pandemic. In 2020, grants made from the Rapid Response Fund were used (among other things) to:

- safely relocate LGBT people who have been released from prison following charges for breaching COVID-19 regulations and to provide crucial medical care for those who incurred injuries or lapses in medication in the process of arrest and detention
- buy bicycles to get urgent HIV medication to community members unable to leave their homes due to COVID-19 measures and an increase in stigma and discrimination in public places and health facilities
- give legal teams personal protective equipment (PPE) to be able to visit and represent detained LGBT people, some of whom were assaulted while in detention
- provide shelter for LGBT people unable to access existing shelters due to increased demand in the COVID-19 context
- run telephone support services for people living with HIV unable to attend in-person groups due to COVID-19 measures
- conduct and make referrals for physical and mental health support for key populations, and people living with HIV made homeless by the impact of COVID-19.

## **Labour: UNGC Principles 3, 4, 5 and 6**

Principle 6 is the elimination of discrimination in respect of employment and occupation.

In 2020 the global Black Lives Matter movement inevitably brought to the fore the need for all of us to address racism in our personal lives and workspaces. As a progressive learning organisation, Frontline AIDS is committed to addressing racism in its workplaces and across the partnership by ensuring that racial equality is prioritised as a lens when looking at marginalisation, alongside gender, HIV status, sexual orientation, and drug use.

Our Black and People of Colour employees created a safe space group to discuss issues of racial equality, share experiences and support one another. Our Black and People of Colour employees' voices will be critical in informing any change process that we engage in, and we have established platforms to listen to them.

We have also developed a roadmap towards becoming an anti-racist organisation which is being implemented over the next two years and have committed to resource this work with external technical expertise starting from September. We have embedded the principle of distributed leadership in our Global Plan of Action and are in conversations with peer organisations and global partners (including donors) about the steps we will take to help decolonise development.

### **Environment: UNGC Principles 7, 8 and 9**

The Frontline AIDS Environmental Sustainability Policy sets out our commitment to managing and minimising the impact of our activities on the environment and how we will ensure we are compliant with (or exceeding) all applicable legislative obligations. In our policy we commit to reduce our impact on the environment in the following ways:

- **Reducing travel emissions.** Due to the nature of our business, we recognise air travel as a large contributor to our carbon footprint. We are committed to reducing our travel emissions. We encourage the use of more sustainable alternatives for work related travel and to reviewing Frontline AIDS' travel policy and practice regularly in order to seek further reductions.
- **Reducing waste production.** We are committed to applying the principles of 'reduce, reuse, repair and recycle' to minimise our environmental impact. In the UK office, we implement recycling stations in the kitchen and next to each of the printers/photocopiers in order to encourage staff to recycle plastic, glass, paper and tetra paks.
- **Reducing energy consumption.** We are committed to minimising our carbon emissions in our offices by working with our landlords in the UK and South Africa to increase the efficiency of our energy and water consumption. We also seek to reduce energy consumption through use of energy efficient products and staff awareness initiatives.
- **Increasing sustainable procurement.** We are committed to procuring goods and services that are environmentally responsible, and to positively influencing the supply chain through the implementation of our procurement guidelines and policies.
- **Increasing staff awareness and engagement.** We are committed to increasing staff awareness of the impact of environment issues and their engagement in positive behaviour change.

### **Anti-Corruption: UNGC Principle 10**

Frontline AIDS has a zero-tolerance policy in relation to fraud, corruption and bribery as set out in our anti-fraud and corruption policy. Fraud of any type represents a threat to the reputation of Frontline AIDS and to the safeguarding of assets for which it is responsible. We are therefore committed to minimising the risk of any fraud within the organisation and its partners and to the thorough investigation of any such cases.

The policy of Frontline AIDS is to promote awareness among staff of the risk of fraud, to establish and maintain controls aimed at preventing and detecting fraud, and to take prompt and effective action whenever fraud is discovered or suspected.

The trustees of Frontline AIDS are responsible for identifying the major risks to which Frontline AIDS is exposed and for ensuring that appropriate systems, procedures and controls are in place. In the case of fraud, systems and controls reduce the likelihood of fraud occurring and procedures outline the Frontline AIDS response to a suspected or actual fraud.

All staff have a responsibility to be aware of the risks of fraud and the types of fraud that might be expected to occur within their area of responsibility. It is the responsibility of all staff to report any suspected fraud immediately.

We carry out strict due diligence, risk assessments and monitoring procedures in relation to all of our partners to ensure that they have appropriate policies and procedures in place around bribery, fraud and corruption. We also assist partners in identifying areas for improvement and provide support and assistance to help them to build capacity and compliance where required. All grant agreements with our partners contain an anti-fraud, anti-terrorism and anti-corruption clause requiring the partner to report any suspected fraud or corruption to Frontline AIDS immediately.