

COMMUNICATION ON ENGAGEMENT (COE)- SEPTEMBER 2021

This report outlines Plan International France's activities engaging with the United Nations Global Compact between October 2018 and September 2021.

PART I. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OR EQUIVALENT-

Dear Ms Kingo,

I would like to take this opportunity to renew Plan International France's commitment to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment, and Anti-Corruption. It is my pleasure to submit our Communication on Engagement with the United Nations Global Compact for the time period of October 2018 to April 2021. We appreciate any feedback.

Plan International France's strategy calls on partnerships to support in delivering our purpose to advance children's rights and equality for girls. We work with partners across sectors and recognise the importance the private sector plays to revitalise the global partnership for the Sustainable Development Goals. Our collaboration with the Global Compact has supported both those missions, and we are dedicated to expanding on the work that is currently being done.

Warm Regards,

Anne Bideau
Plan International France Director



PART 2: DESCRIPTION OF ACTIONS

Plan International France joined the UN Global Compact in April 2012. Since then the office has been:

- Connecting with and building productive private sector partnerships to pursue the Global Compact Principles
- Contributing to the achievement of the SDGs
- Promoting the SDGs among their partners

Please find below the actions that Plan International France has taken in support of the Global Compact activities during the reporting period :

Plan International France has promoted the UN Global Compact principles in multiple companies and through participation in global events, such as Convergences-Forum Mondial 3Zéro.

General Lobby & Advocacy Work – Plan International France has worked to influence political parties and their election manifestos to include the right to a quality education and gender equality in the French legislation. In addition to this Plan International France has actively advocated for the Sustainable Development Goals among French civil society actors partners.

General Youth Economic Empowerment program– Plan International France in 2019 and 2020 worked with corporates and educational institutions around the world to support over 7,500 young people in Egypt, India and China to obtain better employment. Plan International France worked closely with local companies through social mentoring and personalized counsel to ensure the elimination of discrimination in the workplace.

Finally, Plan International France has actively promoted the Global Compact's Principles with its over 18 corporate partners, and furthermore suggested the Global Compact to new and existing corporate partners. Plan International France has participated to internal events of its corporate partners to contribute to awareness of Global Compact principles and the Sustainable Development Goals

PART 3: MEASUREMENT OF OUTCOMES

Human Rights, Principles 1-2

At Plan International, all partnerships must abide by our strict child protection policies. We undergo a formal and thorough due diligence process that ensure that we do not engage with businesses and organisations who are complicit with human rights abuses. In 2021 we have updated our global due diligence template to reflect the ongoing anti-racism work happening within the organisation, to ensure that the partners that we are working with are not perpetuating racist discrimination.

Plan International engages in different partnerships that strive to advance labour rights, and secure and strengthen employment opportunities especially within the area of youth employment.

Plan International France is a member of Plan International Inc. network that continues to implement the outcomes from the project and research into eliminating modern slavery in our own supply chains which was launched in 2018, and the following outcomes have been achieved and are being continuously utilised:

- 1) A review of relevant policies to assess whether there is a gap in coverage as regards to protecting against the risk of modern slavery. This led to the following:
 - a) Creation of a Plan International Non-Staff Code of Conduct, which is aimed at suppliers and explicitly refers to unfair labour practices.
 - b) Update of the Plan International Code of Conduct with the aim of further preventing sexual exploitation.
 - c) Creation of a new Global Policy on Whistleblowing, Values and Behaviour – this is broad brush but does address risks related to modern slavery re lack of transparency in supply chains.
 - d) Update of Plan International Whistleblowing Policy in line with international best practice.
- 2) Plan International has put in place enhanced due diligence procedures within our procurement processes. For example, we've updated our standard supplier questionnaire with specific questions regarding supply chain transparency, and we're doing additional due diligence on high-risk tenders (which are identified based on location, source, nature of contract etc).
- 3) Our Logistics and Procurement Team undertake training on risks posed by modern slavery and the need to ensure transparency in supply chains.

In respect of child labour, Plan International's Global Safeguarding Code of Conduct states that all Plan staff will:

- Comply with all relevant international standards and legislation in relation to child labour, and refrain from using children and young people below 18 years for domestic or other labour, if such work is inappropriate, exploitative or harmful given

their age or development capacity, which interferes with their time available for education and recreational activities, or which places them at significant risk of injury, exploitation or violence.

The Youth Employment Solutions for Youth Project started in Beijing in 2017 was renewed in 2020 by Plan International France in partnership with the French corporate Fondation Chanel with a budget of €522,600. This project was implemented in multiple municipalities and provinces across China and aimed to assist more than 600 marginalised young people aged 16-30 (80% of whom were girls and women) to realise their social and economic potential by providing them with technical skills, life skills and job preparation training. This project gave the participants the tools to navigate the challenges of living in cities and securing a job, and it created a companies network of 'Youth and gender friendly employer'.

The "Pionnières pour le Futur" project, started by Plan International France in July 2019 in Egypt, aims to contribute to find employment solutions to 1,500 young vulnerable women. This project is in alliance with the French Arborus Group. This group was born on the initiative of the Arborus association and large international companies, on April 8, 2010, under the patronage of the European Economic and Social Council. Its action is directed towards the promotion of equality between women and men in the world through in particular the dissemination of a European and global standard: the European and international label the GEEIS: Gender Equality European & International Standard.

The "Pionnières pour le Futur" project includes in its objectives and activities to raise awareness on gender equality at workplace of French companies working in Egypt. More than 150 companies will be sensibilize on the topic and about the GEEIS label and more than 10 companies will be supported and mentored by Plan International to improve their practices through the Boost'Her process: <https://arborus.org/arborus-relevance-le-projet-boost-her-en-egypte/>

Environment, Principles 7-9

Although Plan International does not primarily focus its programming on environmental issues, Plan International's programmatic approach recognises that climate change and environmental sustainability are key factors in achieving gender equality.

Anti-Corruption, Principle 10

Whilst neither partnerships nor programmes have an explicit focus on anti-corruption, Plan International's internal policies, and thorough due diligence and ethical checks of potential partners, are in place to prevent working with individuals and companies who do not align with the Global Compact's principle on anti-corruption and bribery.