

Concordian International School

# UN Global Compact

Communication  
on Progress (COP)

November 2020 - October 2021



This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

# Our Commitment

November, 2021

To our stakeholders:



I am pleased to confirm that Concordian International School 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 continuously improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations in order to progressively and sustainably move forward. Concordian will also fully promote sustainability in relation to the UN Sustainable Development Goals (SDGs) as part of education to foster the students to be global citizens who embrace opportunities to take action in response to local and international issues and make positive changes in other people's lives. We also commit to sharing this information with our stakeholders by using our primary channels of communication.

Sincerely yours,

Varnnee Chearavanont Ross  
Founding Director

*"The world needs not only well-educated and intelligent people, but the world also needs them to be courageous and compassionate. We need people who extend their hands to help others and stand up for the rights of all mankind."*

Varnnee Chearavanont Ross,  
Founding Director of Concordian International School

# Company Profile

Concordian International School was founded in August 2001 and is a Pre-K to Grade 12 IB World School located in Bangkok (Bangna area). Concordian is educating 1,000 students within the International Baccalaureate (IB) programmes.

It is the only fully trilingual international school in Thailand using the International Baccalaureate (IB) programme with English, Chinese, and Thai as the main languages of instruction. In the Early Years and Primary Years programmes, students learn in an English-Chinese Immersion setting, once they move to Grade 5 and up, English becomes the main language of instruction.

Concordian International School is a private international school fully accredited by the International Baccalaureate (IB) (PYP/MYP/DP), the New England Association of Schools and Colleges (NEASC) and the Council of International Schools (CIS).

It is also a member of the International Schools Association of Thailand (ISAT) and the East Asia Regional Council of Schools (EARCOS).



# CONCORDIAN GUIDING STATEMENTS

## MISSION STATEMENT

To foster academic excellence while nurturing moral and responsible young leaders with dignity, integrity, and compassion, who want to make a difference in the world.

## VISION STATEMENT

Concordians will be compassionate, moral and visionary leaders who strive for excellence.

## STATEMENT of IDENTITY

Concordian International School is a caring community that provides a rigorous trilingual IB continuum programme, fostering integrity and compassion in a safe and supportive environment.

## STATEMENT of LEARNING

Concordian International School recognizes that learning is a natural and engaging lifelong process driven by curiosity as well as individual and collective experiences.

Learning at Concordian:

- is authentic and challenging
- is influenced by environment, culture and opportunities
- provides opportunities for students to think, inquire, collaborate and communicate
- allows community members to gain knowledge and understanding, with the skills, attitudes and dispositions to act and reflect ethically
- supports individuals in becoming principled and global citizens

## STATEMENT of TEACHING

Concordian International School provides learners with opportunities to see themselves as responsible global citizens of the world.

Teaching at Concordian:

- emphasizes the importance of innovative and forward thinking individuals
- nurtures the holistic well-being of its learners
- encourages learners to be communicators who think critically and creatively while collaboratively solving problems
- is inquiry-driven
- is informed by assessment
- inspires lifelong learners who are equipped with essential skills, conceptual understandings and knowledge in various contexts
- embraces the diverse needs of learners and recognizes the value of curricular and co-curricular activities towards holistic education



### **STATEMENT of INTERCULTURAL AWARENESS**

Concordian International School promotes intercultural awareness through various facets including curricular and co-curricular experiences.

Intercultural awareness at Concordian:

- inspires open-mindedness
- embraces cultural similarities and differences
- nurtures understanding and respect
- encourages collaboration across cultures
- appreciates the fluidity of culture

### **STATEMENT of WELL-BEING**

Concordian International School supports our diverse community through holistic wellness, nurturing environments, and inclusive opportunities, which promote a balanced lifestyle.

### **STATEMENT of GLOBAL CITIZENSHIP**

Concordian International School nurtures global citizens who embrace opportunities to take action in response to local and international issues.

Global citizens at Concordian:

- think critically
- recognize and accept different viewpoints in our world
- respect all races, cultures, values, beliefs, and ideas
- engage with local, national and international organizations
- take responsibility for own actions and lifestyle
- challenge socio-economic injustices
- commit to human rights, social justice, equity, nonviolence, and sustainability

## STATEMENT of ACTION

Concordian International School encourages all community members, individually or collectively, to take action.

Action at Concordian is:

- self-initiated and age-appropriate
- authentic, meaningful and mindful
- short or long term, ongoing or re-visited
- service or non-service oriented

## STATEMENT of SERVICE

Concordian International School is a service-oriented school that provides opportunities for all community members to engage and take action in response to individual and collective needs.

Service at Concordian:

- inspires the community to take action
- responds to the needs of the community
- supports and encourages service as action
- promotes authentic service opportunities
- provides resources and supervision to enable service

## STATEMENT of COLLABORATION

Concordian International School promotes collaboration by encouraging members of the community to work and learn together in order to achieve a common goal.

Collaboration at Concordian:

- recognizes and embraces diverse styles of communication
- expects community members to respectfully communicate with one another
- provides opportunities for everyone's voice to be represented
- appreciates various perspectives, values, experiences, and knowledge of others
- promotes open-mindedness
- offers a variety of resources to aid and extend collaboration



# Human Rights

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

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

Concordian International School is committed to the Principles of Human Rights with the Guiding Statement to support our diverse community. We respect the human rights of our employees, students, parents and communities.

Concordian International School is an inclusive community. It is the policy of Concordian to ensure equal opportunity employment without discrimination or harassment on the basis of race, color, religion, gender, sexual orientation, gender identity, age, disability, marital status, citizenship, national origin, or any other characteristic not listed. Applicable human rights law shall be carefully observed, enforced, and supported, so that all members of the school community may work together in an atmosphere of tolerance and respect for individual differences.

This policy of non-discrimination shall prevail in all matters of instruction and course selection; in the choice of instructional materials and the provision of career guidance and counseling; and in all matters pertaining to race and community relations. Specifically, the Board of Trustees abhors and prohibits the distribution of any materials based on racial or religious prejudice,

either inside the School or on school grounds. All employees are required to read and sign the policy of non-discrimination in the Faculty Handbook.

Apart from our employees, it is of the utmost importance for the Concordian community to ensure the well-being of the children. We shall protect children from all forms of abuse and/or harm including but not limited to neglect, physical, emotional, sexual, financial, self-inflicted, and bullying.

Concordian is committed to continuously providing a secure and safe environment in which all people feel comfortable and secure in the space around them. Everyone should at all times show respect, compassion, and understanding for each individual's rights, safety and well-being and conduct themselves in such a manner that reflects Concordian Mission and Values. Faculty and Staff are required to read the Concordian Child Protection and Safeguarding Manual, and attend Child Protection training during Orientation.

Concordian students can also take part of community service activities or projects to help promote good health and well-being for disadvantaged groups. Learning by doing will help nurture our students to become global citizens who embrace opportunities to take action in response to local and international issues and make positive changes in other people's lives.



## Examples of Student-Led Charity Projects

### Feeding the Needy Club

Date: 17 November 2020

Details: Students raised funds by creating the event “Football Tournament” and selling food such as burgers, hotdog buns and drinks in the event. Parents and teachers also joined and helped in the event. All the funds went for buying food for the people who got affected by Covid-19 in Namdeang and Bangna area.



### CanDuCare Club

Date: 17 November 2020

Details: Selling noodles at the Zanook Festival. The profits went to Elderly Home Nakornpathom.

### Cookbook Club

Date: 20 November 2020

Details: Selling food in the Foodie Festival and also hosting this event. Students made 70,000 THB from this event and the profits went to Ban Wawee school, Chiangrai to renovate the library.

## Operation Smile Club

Date: 20 November 2020

Activity: Selling Brownies for donation. The profits went to Operation Smile Organization.

## Concordian Pansook Project

Date: 30 April 2021

Details: Concordian students and parents raised funds for people who have been affected by Covid-19. We donated to the people who live in Slum Bangna and the area nearby.



## Helping Those in Need

### - Class of 2022

Date: 2 August 2021

After much effort in raising more than 300,000 THB for the School Built Project we run every year, Class of 2022 have decided to reallocate the funds to help correctional institutions during the pandemic.

Medical supplies including 1000 PPE-suits, 1000 Face-shields, 1000 N95-Masks, 750 sanitary-masks, 1000 medical shoe-covers, 1 refrigerator, 250 jars of Acanthaceae, and 160 jars of Galingale were donated to the Department of Corrections in Mueng District, Nonthaburi.



The Department of Corrections has received medical-equipment from Concordian International School's Class of 2022 to fight Covid-19

On August 2nd, 2021

The Department of Corrections in Mueng District, Nonthaburi Province has accepted the donation of medical supplies, which includes: 1000 PPE-suits, 1000 Face-shields, 1000 N95-Masks, 750 sanitary-masks, 1000 medical shoe-covers, 1 refrigerator, 250 jars of Acanthaceae (ฟ้าทะลายโจร), and 160 jars of Galingale (กระชายขาว)

from the representatives of Concordian International School Class of 2022, to support Medical Staff and help those who are confined in Correctional Institutions amidst the Corona 2019 (Covid-19) pandemic.



Department of Corrections

222 ถนนพหลโยธิน 1 ถนนสามัคคี อ.เมือง จ.นนทบุรี [www.correct.go.th/](http://www.correct.go.th/)

## Thailand Flood Relief

Date: 5 October 2021

Grade 12 “Feeding the Needy Club” launched a fund-raising campaign “Thailand Flood Relief” to provide aid packages and necessities to flood victims in Thailand’s provinces to help those who have experienced destruction of property and displacement due to severe flooding. Over 345,000 THB was raised through this project and will be donated to Ruamkatanyu Foundation.



Apart from the student-led activities, as an organization, Concordian also promoted the following fund-raising campaigns to help relieve those who got affected in the midst of Covid-19 pandemic.

## Concordian Pansook Project

Date: May 2021

All parents, staff, and faculty donated funds to provide 800 Aid Packages worth more than 200,000 THB that were distributed to 800 families through CWFET Thailand.

### Concordian PTA



- Wat Doi Pa Som (วัดดอยผาส้ม), Chiang Mai
- Wat Khaowong (วัดเขาหลวง), Saraburi
- Wat Pa Rattana Wan (วัดป่ารัตนวัน), Nakorn Ratchasima
- Wat Jong Kham (วัดจองคำ), Lampang

Concordian International also contributed donation to support the “Light of Heart” Field Hospital via Move It Forward Project by Buddharaksa Foundation. The field hospital admits up to 450 patients with Covid-19 infection.

### Measurement of Outcomes

To date, there is no report or case in regard to human rights abuses in the organization. The school policy in relation to Human Rights are fully audited by world-class international accreditation organizations as follows.

- 1.The International Baccalaureate (IB)
- 2.The New England Association of Schools & Colleges (NEASC)
- 3.The Council of International Schools (CIS)
- 4.The Thai Ministry of Education

Concordian follows the high standards of these trustworthy organizations in order to be a world-class school. All policies and codes of conduct ensure that Concordian is a diverse community where every individual will be treated with respect and dignity. The school will continue to support the well-being of all employees, not just physically but also mentally.

As an education organization, Concordian will continue to promote Human Rights principles as part of our curriculum to nurture its students to become global citizens who embrace opportunities to take action in response to local and international issues and make positive changes in other people’s lives.

Concordian International School reaffirms its commitment to support and respect the Human Rights principles, social justice, equity, nonviolence, and sustainability.

## Concordian Parents and Teachers Association

Date: 9 September 2021

The Concordian PTA has allocated 229,500 THB from the PTA fund to help those in need during the Covid-19 pandemic. 500 care bags which contained daily necessities were donated to Bangkeaw Town Municipality, Samutprakarn.

## Concordian sends aid and essential medical protective equipment

Date: August - September 2021

Impacted by the new wave of Covid-19, Concordian contributed and delivered aid and protective equipment from infection including surgical masks, face shields, rubber and plastic gloves, alcohol sanitizing sprays and instant noodles to the following organizations.

- Bangkaew Police Station
- Bang Chalong Community Isolation Center
- Bangkaew Medical Center
- Ruam Katanyu Foundation

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

**Principle 4:** the elimination of all forms of forced and compulsory labour;

**Principle 5:** the effective abolition of child labour; and

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

Concordian International School is committed to the Principles of Labour and complies with the Thai Labour Law. The organization ensures that all employment agreements for both full-time and part-time do not have all forms of forced or compulsory labour and child labour. We also maintain this commitment with our vendors and business partners in their legal and ethical business practices.

Labour principles in relations to discrimination are applied and stated in the Faculty and Staff code of conduct to ensure that they would be treated with equal opportunity employment without discrimination or harassment. The process of hiring, recruitment as well as job promotion for academic or office staff are based on the candidates' work experience, ability, skills, and suitability for the applied position. All job vacancy announcements for all positions at Concordian will be available for all applicants regardless of their race, color, religion, gender, sexual orientation, gender identity, age, disability, marital status, citizenship, national origin, or any other characteristic not listed.

Concordian also promotes the well-being of our faculty and staff to accommodate the work/life balance including the support of providing transports, wellness activities, health care benefits, flexible maternity and paternity leave, childcare, etc. In addition, the benefits provided for all employees are beyond Social Security's requirements including provident fund, transportation fee, scholarships and

tuition fee for employees' children and professional development fund. Meal fees are also provided to all support staff. Furthermore, the staff could also access to school sport facilities to promote better health and provide recreational and team building activities e.g. weekend outings, sports day to build a positive workplace relationship among them.

In the midst of Covid-19 pandemic, Concordian successfully provided Sinopharm vaccines for its employees as well as provided surgical masks, face shields and alcohol gel in order to promote a healthy and safe workplace. In addition, although the school was closed in response to the pandemic, the outsourced staff could still work normally in order to allow them to have daily incomes to support themselves and their families under strict health restrictions.

## Measurement of Outcomes

Similar to the measurement of outcomes for Human Rights principle, the school policy in relations to Labour principles is included in the Faculty and Staff Handbook and is well-acknowledged by all employees. The school policies are fully audited by international accreditation organizations. To date, there has been no cases of forced or compulsory or child labour in our organization. We are also strongly committed to eliminating all forms of forced or child labour.

Concordian believes in the potential of each and every and each individual. The school will continue to be a diverse community regardless races, cultures, values, beliefs, and ideas. All employees respect each other with open-mindedness and appreciate various perspectives, values, experiences, and knowledge of others.

In accordance with the school support for well-being of its employees, the school has allocated the financial budget for providing health and well-being benefits. This could be seen in the financial reports or statements.

Concordian also sent out a community survey in regard to employee satisfaction to its staff as part of the international accreditation process. The sample group of this survey are 250 of academic staff and 41 of non-academic staff. The result shows that average score of academic staff is 3.66 out of 4 (91.5 percent) and 3.70 out of 4 (92.5 percent) for non-academic staff. The result clearly shows that the staff members are very satisfied with the organization, policies, facilities, well-being and benefits. They could work collaboratively and appreciate each other. This also helps increase the retention of staff and engagement.

## Environment

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

**Principle 8:** undertake initiatives to promote greater environmental responsibility; and

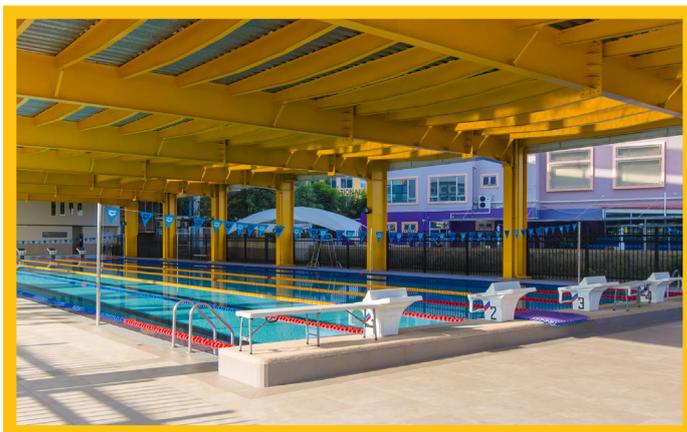
**Principle 9:** encourage the development and diffusion of environmentally friendly technologies.

Concordian International School fully supports a precautionary approach to environmental challenges. We integrate the environmental sustainability as part of education in order to understand the global environmental issues like climate change that the world is currently tackling and may have to deal with in the near future, and to raise awareness among young generations to save the environment. Concordian also promotes greater environmental responsibility and encourage the development and diffusion of environmentally friendly technologies. We sustainably implement the environmentally friendly practices in the community to reduce our environmental footprint. Several examples of environmentally friendly practices are listed below.

1. Electrical devices such as lights, computers and air conditioners will be turned off by the faculty or staff when they are not in use or after work.

2. The buildings were designed to allow the air-ventilation inside the building, especially in the lobby or common areas, to reduce the heat during the day time.

3. The heated 50-meter pool generates cool air in the process of warming the water. This cool air is recycled to help lower the temperature in the Sport Center and Middle School gymnasiums.



4. The solar cell panels were installed on the rooftop of some buildings to reduce the use of electricity and maximize the use of solar energy.



5. We are plastic free – students are encouraged to use refillable water bottles on campus. Water fountains are provided around the campus. All packaging materials used within the school are biodegradable. Plastic water bottles are no longer sold.

6. We reduce the use of paper by using electronic communication both externally and internally e.g. emails, chatbox, school application. We also encourage all faculty and staff to print on double-sided or recycled paper as well as to consider the environment before printing.

7. For better waste management, all students, teachers and staff are encouraged to dispose their food waste into the bin provided which is separated from the general trash bin. The food waste will later be distributed to feed stray dogs. The food waste from raw materials will also be sold and used as fish food.

8. Most school fieldtrips will include the activities in relation to environment, nature or wildlife conservation to build a sense of responsibility to protect the earth and environment.



9. Recycled Waste Fund - support staff are encouraged to sort the waste properly such as plastic, glass or paper. These sorted waste materials will later be sold. All proceeds will go to the Recycled Waste Fund to support staff who seek financial aid with no interest charged.



10. Recycled paper from packing paper is collected and used to make eco-friendly paper bags for the school shop.

Similar to the practices guided by the school, there are several student-led projects that promote greater environment responsibilities as described below.

## Seed of Hope Club

Date: 11 November 2020

Activity: Planting vegetables and selling them in school. The money has been collected for the tree planting project in Khaoyai.





## Sofisticated Club

Date: 17 December 2020

Details: Students raised funds in the Zanook Festival event in school. The profits went to the Turtle Education Center in Navy Base, Sattahip.



## Grin Green Club

Date: 8 April 2021

Activity : Sorting the plastic for donation. All plastic was donated to TARF Company Limited, industrial waste management and logistic company, for the PPE production for "Help Doctor Project".



### DONATE PLASTIC TO MAKE PPE SUITS FOR FRONTLINE WORKERS

**hard plastic**  
upcycle to PPE

takeaway boxes

plastic cups

plastic bottles

**stretchy plastic**  
general recycling

plastic bag

bubble wrap

tissue packaging

produce bag

parcel packaging

ziplock bag

water / milk plastic packaging

sugar bag

bread bag

1. Sort plastic into 2 categories: PET or LDPE
2. Wash and dry plastic recyclables
3. Deliver plastic recyclables to:  
"Sort Plastic Help Doctors Project"  
TARF Company Limited  
999 Moo 1 Nongprue, Bangplee,  
Samutprakarn 10540

your plastic.  
our protection

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## Community Service Day

Date: 17 November 2020

Activity: In a continuous effort to create enriched learning environments for our primary students, a group of 50 high school students embarked upon a service activity painting ten murals which took one day to complete. The aim was to make a vibrant environment for students to interact while raising awareness of the UN sustainable goals with a focus on environmental issues.

The Mural service project is part of Concordian School's drive to create a stimulating and conducive environment for students, as well as to pave the way for them to develop their creative talents further.





## Forest for Life Project

Seed of Hope Club is in collaboration with Buddharaksa Foundation to support the Forest for life Project which students in the club will help take care of the 4,000 tree seedlings, donated by the foundation, at Concordian campus. Students will plant those trees in Khao Yai National Park in May 2022.



## Measurement of Outcomes

With all practices to support environmental challenge through the development of environmentally friendly technologies in the campus, we aim to sustainably reduce the consumption of energy, water and material resource usage as well as the potential environmental impact.

In the past, there were approximately 5,000 plastic water bottles sold and 2,000 single-use plastic glasses used on campus. After the plastic-free policy was implemented, those plastics were removed and no longer used.

Furthermore, after making effort to reduce the use of paper by using electronic communication

both externally and internally and encouraging all faculty and staff to print on double-sided or recycled paper, Concordian has reduced over 34.58 percent compared to the use of paper in 2018.

In addition, the support staff have been fully engaged to sort the waste for the Recycled Waste Fund for many years. Waste materials are collected and sold for extra proceeds that will go to the fund to help those in need of financial assistance.

Concordian International School was honored with the award "Eco Friendly" from Junior Achievement Thailand (JA Thailand) in December, 2016.

# Anti-Corruption

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

With the school mission statement, to foster academic excellence while nurturing moral and responsible young leaders with dignity, integrity, and compassion, who want to make a difference in the world, Concordian International School also works against corruption in all its forms as one of the important parts of the school's policy. We operate the business under the legal framework and abide by Thai law and enforcement on corruption strictly. Additionally, the school is fully accredited and authorized by world-class accreditation organizations e.g. IB (International Baccalaureate), CIS (Council of International Schools), NEASC (The New England Association of Schools & Colleges) and the Thai Ministry of Education. The school ensures that the operational process is transparent, fair and accountable. The processes and guidelines enforced within the organization are developed by school administration and department heads. All faculty and staff have to acknowledge the school's Code of Conduct every year. Examples of operated practices in relation to UN Anti-Corruption Principle are described below.

## 1. Transparency of Procurement Process

All purchasing requests and orders have to be approved and overseen by multiple levels of management. Purchasing documents will be monitored and overseen by Finance and Accounting Departments to ensure that they follow the process and guidelines with transparency. Any staff members could report the school administration of any staff suspected of corrupt practices for further investigations. The financial reports or statements are also monitored and checked by a reliable auditing company as well as accreditation organizations.

## 2. Transparency of Admissions Process

Similar to the procurement process, Concordian ensures that our Admissions Process is transparent and fair for all applicants. The clear process is officially announced on the school website. All applicants and families will be interviewed and examined by multiple departments and administrators as part of the admissions process.

## 3. Conflict of Interest

It is clearly stated on the faculty code of conduct that in some instances, all faculty and staff are required to disclose any potential conflict of interest to school administrators to that specific event. In the event a conflict of interest has been identified, the school administration will work with the employee to eliminate the conflict.

## 4. Receipts of Gifts

Concordian staff members are required to inform the HR Manager if there is a gift that values 3,000 THB or higher for the approval prior to acceptance. This is to avoid the staff from being put in a vulnerable position or expected to reciprocate in any way.

## Measurement of Outcomes

Cases related to corruption in Concordian are rare. The precautionary process and guidelines are overseen by international accreditation organizations and audit company, thus, the school has to ensure that they meet the high standards of requirements with transparency, fairness and accountability. All employees are enforced to follow these measures. Through multiple levels of hierarchy of approval and monitoring, it would be effective practice to prevent corruption.

Concordian International School will continue to work to eliminate all forms of corruption and promote morality and ethics as an educational organization and workplace.

